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SAN FRANCISCO HUMAN RIGHTS COMMISSION

LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

AGENDAS AND MINUTES

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, JANUARY 18, 1994

TIME: 5:30 P.M. - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1.	ADOPTION OF THE MINUTES OF NOVEMBER 16, 1993	1 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	15 MIN.
4.	TRANSGENDER PRESENTATION GUEST SPEAKERS: TRANSGENDER NATION	60 MIN.
5.	ANTI-RACISM TASK FORCE REPORT	15 MIN.
6.	COMMISSIONER STANDARDS -- Action Item	15 MIN.
7.	PROPOSED JOINT MEETING WITH ISSUES COMMITTEE RE HAMILTON SQUARE BAPTIST CHURCH --Action Item	10 MIN.
8.	CALENDAR MATTERS/ANNOUNCEMENTS	5 MIN.
9.	ADJOURNMENT	

L/GBAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSSION OF A SPECIFIC ITEM ON THE AGENDA.

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LESBIAN/GAY/BISEXUAL ADVISORY COMMITTEE

DATE: TUESDAY, FEBRUARY 15, 1994

TIME: 5:30 P.M. - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

Agenda

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A G E N D A

1. ADOPTION OF THE MINUTES OF JANUARY 18, 1994 — 5 MIN.

2. COMMISSIONER REPORT — 10 MIN.

3. STAFF REPORT — 15 MIN.

   - CANCELLATION OF 2/28/94 MEETING RE HAMILTON SQUARE BAPTIST CHURCH

   - ANNUAL RETREAT

   - RECRUITMENT

4. TRANSGENDER TASK FORCE REPORT

   A. PRESENTATION ON ASIAN/PACIFIC ISLANDER TRANSGENDER ISSUES — 40 MIN.

   B. PROPOSAL TO REQUEST COMMISSION TO CHANGE COMMITTEE NAME TO "LESBIAN/GAY/BISEXUAL/ TRANSGENDER ADVISORY COMMITTEE"
      -- ACTION ITEM — 15 MIN.

   C. PROPOSAL TO REQUEST COMMISSION TO CONDUCT PUBLIC HEARING MAY 12, 1994 ON TRANSGENDER DISCRIMINATION
      -- ACTION ITEM — 15 MIN.

5. ANTI-RACISM TASK FORCE

   A. TASK FORCE REPORT

   B. PROPOSAL TO SPONSOR MEDIA ACCESS TRAINING ON APRIL 9, 1994 FOR L/G/B/T ORGANIZATIONS SERVING PEOPLE OF COLOR
      -- ACTION ITEM — 15 MIN.

6. CALENDAR MATTERS/ANNOUNCEMENTS — 5 MIN.

7. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, MARCH 15, 1994

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF February 15, 1994	5 MIN.
2.	COMMISSIONER REPORT • Report on HRC meetings of February 3 & 24, 1994 • Lucille Abrahamson, Chair	15 MIN.
3.	ROBERT OAKES, MAYOR'S OFFICE	15 MIN.
4.	STAFF REPORT	15 MIN.
5.	RECRUITMENT COMMITTEE • Action Item -- Recommendation of New Members	20 MIN.
6.	TRANSGENDER TASK FORCE REPORT	10 MIN.
7.	ANTI-RACISM TASK FORCE • Report • Action Item -- Press Release	15 MIN.
8.	RELIGIOUS RIGHT	10 MIN.
9.	VIOLENCE IN THE LGBT COMMUNITY	10 MIN.
10.	CALENDAR MATTERS/ANNOUNCEMENTS	5 MIN.
11.	ADJOURNMENT	
12.	PHOTOGRAPH TAKEN OF COMMITTEE MEMBERS	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
ANNUAL PLANNING SESSION

DATE: SATURDAY, APRIL 9, 1994

TIME: 9:30 A.M. - 4:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1.	COFFEE, TEA, BAGELS, AND HELLOS	9:30 - 9:45
2.	WARM-UP EXERCISES (not calisthenics) WELCOME BY COMMISSIONERS LAZAM & RYNERSON INTRODUCTIONS	9:45 - 10:45
3.	GROUP EXERCISE RE: DIVERSITY	10:45 - 11:15
4.	WORKING TOGETHER -- ATTENDANCE, ROLES, RESPONSIBILITIES, RESOURCES, DECISION MAKING STYLES & METHODS, SETTING AGENDAS	11:15 - 12:45
5.	LUNCH BREAK	12:45 - 1:15
6.	DISCUSSION: WHO IS OUR CONSTITUENCY?	1:15 - 1:45
7.	ADOPTION OF MISSION STATEMENT	1:45 - 2:00
8.	PLANNING -- WHAT ARE MAJOR ISSUES FOR COMING YEAR? DEVELOPING AN ACTION PLAN	2:00 - 3:30
9.	EVALUATIONS - OF TODAY'S RETREAT - OF COMMISSIONERS & STAFF	3:30 - 4:00
10.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

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DATE: TUESDAY, APRIL 19, 1994

TIME: 5:30 - 7:40 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
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AGENDA

1.	ADOPTION OF THE MINUTES OF March 15, 1994 and April 9, 1994	5 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT • Action Item -- Cancellation of June 21, 1994 LGBTAC Meeting	10 MIN.
4.	TRANSGENDER TASK FORCE • Presentation by ETVC and FTM (60 Minutes) • Committee Report - Public Hearing (20 Minutes)	80 MIN.
5.	ANTI-RACISM TASK FORCE • Report • Action Item -- Endorsement of African American Gay and Lesbian Studies Center, Inc. Program	15 MIN.
6.	FOLLOW UP TO APRIL 9, 1994 PLANNING SESSION	10 MIN.
7.	NEW/OLD BUSINESS, CALENDAR MATTERS, ANNOUNCEMENTS	10 MIN.
8.	ADJOURNMENT	

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Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, MAY 17, 1994

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
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AGENDA

1.	ADOPTION OF THE MINUTES OF APRIL 19, 1994	5 MIN.
2.	COMMISSIONER REPORT • Media Defamation/KFRC	10 MIN.
3.	STAFF REPORT • Freedom Day Parade Booth	10 MIN.
4.	TRANSGENDER TASK FORCE • Follow up to Public Hearing	15 MIN.
5.	ANTI-RACISM TASK FORCE	10 MIN.
6.	30TH ANNIVERSARY CELEBRATION OF HRC • Possible Action Item	15 MIN.
7.	TASK FORCE COMPOSITION	15 MIN.
8.	NEW/OLD BUSINESS	10 MIN.
9.	CALENDAR MATTERS and ANNOUNCEMENTS	10 MIN.
10.	ADJOURNMENT	

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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, AUGUST 9, 1994

TIME: 5:30 P.M. - 7:30 P.M.

*LOCATION: HUMAN RIGHTS COMMISSION
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AIDS OFFICE TRAINING ROOM
SAN FRANCISCO

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A G E N D A

1.	ADOPTION OF THE MINUTES OF MAY 17, 1994	5 MIN.
2.	COMMISSIONER REPORT	15 MIN.
3.	STAFF REPORT	15 MIN.
4.	ANTI-RACISM TASK FORCE REPORT	15 MIN.
5.	TRANSGENDER TASK FORCE REPORT Findings and Recommendations on Transgender Public Hearing -- Action Item	40 MIN.
6.	TASK FORCES -- SCHEDULE EMERGING ISSUES MEETING -- WHO WILL SERVE WHERE?	30 MIN.
7.	CALENDAR MATTERS/ANNOUNCEMENTS	5 MIN.
8.	ADJOURNMENT	

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Human Rights Commission

Office of Minority/Women Business Enterprise
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Office of Dispute Resolution

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, SEPTEMBER 20, 1994

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
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SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF AUGUST 9, 1994	5 MIN.
2.	COMMISSIONER REPORT	15 MIN.
	• Standing Committee Guidelines	
3.	STAFF REPORT	10 MIN.
4.	ACTION ITEM: Letter to Gov. Wilson re: Veto of Domestic Partners Bill	10 MIN.
5.	TASK FORCE REPORTS	
	A. TRANSGENDER TASK FORCE	20 MIN.
	• Action Item: Approval of Report on Public Hearing	
	B. ANTI-RACISM TASK FORCE	10 MIN.
	C. EMERGING ISSUES TASK FORCE	10 MIN.
	D. TASK FORCE COMPOSITION	10 MIN.
6.	NEW/OLD BUSINESS	10 MIN.
7.	CALENDAR MATTERS and ANNOUNCEMENTS	10 MIN.
8.	ADJOURNMENT	

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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, OCTOBER 18, 1994
TIME: 5:30 P.M. - ~~7:30 P.M.~~
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1.	ADOPTION OF THE MINUTES OF SEPTEMBER 20, 1994	5 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	10 MIN.
4.	LETTER TO JAPANESE AMERICAN CITIZENS LEAGUE COMMENDING THEIR STAND ON SAME-SEX MARRIAGE - Action Item	10 MIN.
5.	DISCUSSION OF GUIDELINES FOR STANDING COMMITTEES	30 MIN.
6.	UPCOMING LGBTAC ISSUES/AGENDAS/PROJECTS	40 MIN.
7.	TRANSGENDER TASK FORCE REPORT	10 MIN.
8.	CALENDAR MATTERS/ANNOUNCEMENTS	5 MIN.
9.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, NOVEMBER 15, 1994
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1.	ADOPTION OF THE MINUTES OF OCTOBER 18, 1994	5 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	10 MIN.
4.	CANCELLATION OF DECEMBER MEETING - ACTION ITEM	5 MIN.
5.	PRESENTATION ON IMMIGRATION AND REFUGEE ISSUES. GUEST SPEAKERS: IGNATIUS BAU AND SHANNON MINTER.	60 MIN.
6.	DISCUSSION OF GUIDELINES FOR STANDING COMMITTEES	20 MIN.
7.	TRANSGENDER TASK FORCE REPORT	10 MIN.
8.	ADJOURNMENT	

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Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, JANUARY 17

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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AGENDA

1.	ADOPTION OF THE MINUTES OF NOVEMBER 15, 1994	5 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	10 MIN.
4.	PRESENTATION ON YOUTH ISSUES (Guest Speakers)	60 MIN.
5.	TRANSGENDER TASK FORCE	10 MIN.
6.	RECRUITMENT OF NEW MEMBERS •Formation of Selection Task Force •Discussion of Committee Size	15 MIN.
7.	NEW/OLD BUSINESS	5 MIN.
8.	CALENDAR MATTERS and ANNOUNCEMENTS	5 MIN.
9.	ADJOURNMENT	

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, FEBRUARY 21, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF JANUARY 17, 1995..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. PRESENTATION ON THE RELIGIOUS RIGHT WING MOVEMENT..... 60 MIN.
5. EVALUATION OF THE COMMITTE'S PAST YEAR..... 15 MIN.
6. SELECTION OF NEW COMMITTEE MEMBERS
   - Action Item..... 10 MIN.
7. PLANNING FOR MARCH 11 RETREAT..... 10 MIN.
8. ADJOURNMENT

City and County of San Francisco

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

MINUTES OF MEETING OF FEBRUARY 21, 1995

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Next Meeting
Tuesday, March 21, 1995
Human Rights Commission
25 Van Ness Avenue, 8th Floor
5:30 - 7:30 p.m.

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Commissioners Present: Jeanette Lazam.

Committee Members Present: Virginia Benavidez, J. Bolig, Vince Crisostomo, Liz Dunn, Lani Ka'ahumanu, Randy Miller, Adele Morrison, Muriel Parenteau, Terry Person, Wally Sherwood, Gloria Soliz, Kiki Whitlock.

Committee Members Absent: Rachel Timoner (excused).

Staff Members Present: Larry Brinkin, Brian Cheu, Cynthia Goldstein.

Guests: Tamara Ching, Louise Conner, Pete Hodgdon, Wilbert Holt, David Innes, R. July, Phil Migliarese, Jr., Lynice Pinkard, Shelley Elvira Salieri, David Wright.

The meeting of the Lesbian Gay Bisexual Transgender Advisory Committee (LGBTAC) was called to order by the Committee Chair, Commissioner Jeanette Lazam, at 5:37 p.m.

(1) Minutes. The minutes of the meeting of January 17, 1995 were amended to delete Juan Tam's name from the "Committee Members Present" portion, and then adopted as amended, unanimously.

(2) Commissioner Report. Commissioner Lazam reported that there were no action items at the last Commission meeting. She reported that Commissioners Connie Bear King, Calvin Louie, and Director Ed Lee met with KSFO management to discuss the impact of hate speech on the community. She also reported that the Commission currently has three vacancies, since Commissioner Sharon Gadberry has been appointed to the Health Commission, Commissioner Jim Mayo was appointed to the Community College Board, and Commissioner May Jaber resigned for personal reasons. Commissioner Lazam encouraged Committee members to recommend to qualified individuals that they send their resumes and cover letters to the Mayor and to Robert Oakes for possible consideration. Gloria Soliz, Randy Miller, Liz Dunn, and Lani Ka'ahumanu agreed to brainstorm possible names for consideration for appointment.

(3) Staff Report. Cynthia Goldstein gave a brief update on the Commission's proposed budget for the upcoming fiscal year. She stated that the Commission has included two new positions in the budget, including one for a transgender discrimination representative. She reported that the Transgender Community Task Force, now a community-based group, will be meeting next on February 28, from 5:30 to 7:30 p.m. Jamison Green and Roberta Dunne are the co-chairs of the Task Force. Kiki Whitlock said that the Task Force has been turned over to the community, and that it will be focusing on training issues and ensuring consistency for possible speakers' bureau presentations. Cynthia Goldstein stated that the Lesbian/Gay & AIDS/HIV Unit continues to work with the City Attorney's Office regarding certain issues that are not addressed specifically in the newly amended Article 33 of the Municipal Code, such as access to sex-segregated facilities. Ms. Goldstein also reported that over 400 copies of the Commission's report on discrimination against transgendered individuals have been distributed nationally and internationally. Ms. Goldstein reported on intern recruitment for the Commission and the Unit and asked the Committee members to encourage law students to apply.

Adele Morrison, Committee member and Commission intern, presented a letter for Committee approval addressed to the Secretary-General of the Fourth World Conference on Women, urging the Conference to include issues of women's sexual autonomy and issues relating to lesbian, bisexual and transgender women. It was **M/S/C** unanimously to vote on this item though it was not on the agenda. It was then **M/S/C** to recommend to the Commission that it forward the letter to the Secretary-General of the Fourth World Conference.

Ms. Goldstein then stated that the Commissioners met with the General Manager of KSFO and emphasized setting guidelines and standards to avoid hate speech. Disc jockey J. Paul Emerson was fired from KSFO because, according to the general manager of the station, "it wasn't working out." Larry Brinkin reminded all present of the rules for public participation in Commission and Committee meetings, and asked any members of the public who wished to speak to fill out a card so that they could be heard in turn.

(4) Presentation on the Religious Right Wing. Terry Person introduced the panelists. Selisse Berry, member of CLOUT (Christian Lesbians Out Together) moderated the panel. The three other panelists included Rev. Yvette Flunder, Pastor of City of Refuge Community Church; Rev. Karen Oliveto of Bethany United Methodist Church, and Rev. Jeff Johnson of First United Lutheran Church. Ms. Berry is a graduate of San Francisco Theological Union. She is not ordained, because her church does not ordain "out" lesbians. She has also been active in United in Spirit, which has consists of gay and gay-friendly clergy and which has been formed in response to the Traditional Values Coalition.

Ms. Berry then gave a description of religious right-wing organizations. She described the Christian Coalition, founded by Pat Robertson, owner of the Christian Broadcasting Network. She stated that the Coalition had 500,000 members and 900 chapters. She then described the American Family Association, founded by Donald Wildmon, which she stated was involved in television censorship campaigns. She mentioned the Christian Action Network, which she stated campaigned against the National Endowment for the Arts, and the Concerned Women of America, founded by Beverly La Hay, which reportedly has 600,000 members and has fought against sex education, pornography, and abortion rights. Finally, Ms. Berry discussed the

Traditional Values Coalition, headed by Lou Sheldon and consisting of 25,000 churches, and the Eagle Forum, which has fought against the Equal Rights Amendment and abortion rights.

Ms. Berry stated that the religious right wing benefitted from having heated political issues on which to focus, an effective infra-structure, and a committed core of activists. She then gave a brief history of the abortion rights struggle, talking about the work of Operation Rescue, abortion clinic bombings, and the existing connections between militant abortion opponents.

Rev. Yvette Flunder then spoke about her congregation at the City of Refuge Community Church, which is part of the United Church of Christ. The majority of her congregation is African-American, and she considers the congregation to be sensitive to LGBT concerns. She stated she is concerned about the African-American churches being coopted by outside forces driven by political and economic issues. She sees that racism is underlying these outside agendas. She stated that oppression was oppression and that the Bible could be used to keep anybody oppressed. Her church also provides services for people with HIV/AIDS.

Rev. Karen Oliveto then spoke. Her congregation is 50% straight and 50% LGBT. She gave a historical look at the religious right wing, stating that the right looked dead in the 1960's, during the heyday of civil rights. In the 70's, the women's movement, sex education, and the lesbian/gay movement were prominent. The Moral Majority was then formed in reaction. In the 1980's the televangelist movement hit its stride. Rev. Oliveto noted that the right tries to reclaim the language of civil rights, and attempts to frame itself as revolutionary. She also noted that the religious right wing has shifted its focus from the national to the local level, and that the right wing had a 40% success rate with the candidates that it supported in the latest election. Rev. Oliveto stated that the religious right wing had a built-in mobilization capability since church congregations could be reached easily in a single day.

Rev. Jeff Johnson then spoke about his congregation, which now consists of fifty members. He is now the Dean of the San Francisco Conference of Lutheran Churches, although his congregation has been threatened with expulsion because he is openly gay. He is the first openly gay dean of the Conference. He states that the Lutherans have long been struggling with this issue, and that lesbian, gay, bisexual and transgender people have long been feeling cut off from the religious leadership. He emphasized that the LGBT community should consult more frequently with religious leaders and discuss openly how to mobilize the progressive churches.

The LGBTAC then asked questions of the presenters. J. Bolig stated that the religious right was not troubled by the separation between church and state. Rev. Johnson said that the church should not be involved in issues of power and policy, but that the church should be included in the public discussion before policy decisions were made. Adele Morrison stated that a healing needs to take place for LGBT community members to bring them back to the church. Rev. Flunder said that she tries to lead people to God around the bloody history of Christianity. Virginia Benavidez asked how the religious right was dealing with affirmative action, non-inclusion of people of color, and also objected to having to choose a specific religion. Rev. Flunder stated that the church needs to be respectful of different faith bases, and stated her support for affirmative action. Gloria Soliz stated that she wanted to come out as a religious person, that it was difficult to do so in the LGBT community, and that it was difficult to come

out as lesbian in the church setting. She was disappointed that the National Council of Churches will not even consider the membership of Metropolitan Community Church. Kiki Whitlock then asked what type of networking has been done with the Muslim, Buddhist or other spiritual groups. Selisse Berry replied that the Northern California Ecumenical Council has looked at interfaith issues, but now includes only Buddhists, Jews, Catholics, and Protestants.

The Committee then listened to public comment. The first speaker was David Innes, from Hamilton Square Baptist Church. Dr. Innes stated that if a survey was done of his congregation, the attitudes discovered might be different from those implied by the panelists. He asked to have a dialogue with religious leaders such as those on the panel. He also stated that he has both homosexuals (sic) and lesbians in his congregation. He stated that as someone with thirty-five years of experience in the church he would have a different historical perspective from that put forth on the panel.

Rev. Wilbert Holt then spoke. He stated that he has been a pastor here for 30 years. He appreciated putting these issues on the table. He stated that he helps many homosexual friends, and would feel guilty if he showed disrespect to anyone. He closed by relating an anecdote concerning child molestation.

(5) Evaluation of the Committee's Past Year. The Committee members gave their personal perspectives on the past year's work of the Committee, examining the role of staff, Commissioners, and committee members. Terry Person stated that the Committee worked well together, that the staff was superb, and that the Committee Chair had done a great job. Adele Morrison encouraged members to read their Committee packets before coming to the meetings. Lani Ka'ahumanu stated that she appreciated the staff and acknowledged that it had been a difficult year. Vince Crisostomo appreciated the staff and finds the Committee enriching. He applauded the leadership of the Asian Pacific Islander community in the transgender work of the Committee and regretted that this work has not been recognized in the wider Asian Pacific Islander community. Kiki Whitlock thanked Mr. Crisostomo for his comments and thanked the Committee for participating in the Task Force work, and acknowledged that perhaps not everyone on the Committee was on the transgender bandwagon in the beginning. Wally Sherwood said that he thought the strength of the Committee was in its diversity. His favorite part of the Committee was in its differences. Muriel Parenteau announced that this would be her last meeting. She appreciated the fact that we modeled respect, kindness and a willingness to listen. Cynthia Goldstein asked if the packets should be sent out earlier. The Committee said that an earlier packet would be helpful. Gloria Soliz reiterated the statements made by other Committee members and stated that she was sad about losing Committee members throughout the year. She said she was proud of the Committee's Task Forces and of the transgender community. Liz Dunn acknowledged the tremendous amount of work done this year, and wished that the Committee had more closure about the people that had left over the year. Virginia Benavidez complimented the staff on doing a good job. She stated that unfortunately just as she was getting to know certain members they were leaving, and closed by thanking the Committee chair for doing a good job. Randy Miller said that in his opinion it had been a very difficult year for him and the Committee, and that the decision-making process was not always good. He believed the retreat should be restructured. He stated that the Committee has had a better relationship with the Commission in the past, and that he felt it was disconnected with the larger community. J.

Bolig said that it was a momentous year and a year of growth for him. He thanked Kiki for keeping the Transgender Task Force on task, and thanked Larry Brinkin and Cynthia Goldstein for their counseling, wisdom, and leadership. He thanked the Committee as a whole and said that he will be leaving the Committee.

(6) Selection of New Committee Members. Adele Morrison described the selection process of the new LGBTAC members. She emphasized that the selection subcommittee was really addressing who was not represented within the Committee. She put forth five suggested nominations for the Committee to approve and send to Commission Chair Lucille Abrahamson to appoint for the upcoming term. Those five individuals were William Bland, Timothy Höring, Edward Kaufman, Shadow Morton, and Laura Perez. The subcommittee also recommended that the appointment process be kept open so that the Committee could consider applicants from the Native American community, the Latino community, and young people of color. It was **M/S/C** to approve the nominations and recommend to the Commission Chair that the nominees be appointed to the LGBTAC. It was noted that the Committee would then consist of 17 members.

(7) Planning for Retreat. Liz Dunn, Randy Miller, and Gloria Soliz agreed to organize the upcoming retreat. The **retreat date was changed to April 8th** to ensure better attendance, from 9 a.m. to 4 p.m. at the Human Rights Commission offices. It will be a potluck and will focus on planning.

(8) Adjournment. The meeting was adjourned at 7:55 p.m.

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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, MARCH 21, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. ADOPTION OF THE MINUTES OF FEBRUARY 21, 1995..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. PRESENTATION ON AFFIRMATIVE ACTION..... 60 MIN.
5. INCARCERATION OF LGBT YOUTH..... 10 MIN.
6. SELECTION OF NEW COMMITTEE MEMBER
   - Action Item..... 5 MIN.
7. PLANNING FOR APRIL 8 RETREAT..... 15 MIN.
8. ANNOUNCEMENTS, CALENDAR MATTERS..... 5 MIN.
9. ADJOURNMENT

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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: SATURDAY, APRIL 8, 1995
TIME: 9:00 A.M. - 4:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO,CA. 94102-6033

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SPECIAL MEETING
A G E N D A

1. DISCUSSION OF WORKING STRUCTURE

2. DISCUSSION OF COMMITTEE ISSUES

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, APRIL 18, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. ADOPTION OF THE MINUTES OF MARCH 21, 1995..... 2 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. PSYCHIATRIC OPPRESSION OF LGBT YOUTH..... 30 MIN.
5. PLANNING FOR LGBT PRIDE DAY..... 15 MIN.
6. COMMITTEE ISSUES FOR COMING YEAR..... 40 MIN.
7. OLD/NEW BUSINESS..... 10 MIN.
8. ANNOUNCEMENTS, CALENDAR MATTERS..... 3 MIN.
9. ADJOURNMENT

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Edwin M. Lee
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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, MAY 16, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1.	ADOPTION OF THE MINUTES OF APRIL 18, 1995.....	5 MIN.
2.	COMMISSIONER REPORT.....	10 MIN.
3.	STAFF REPORT.....	10 MIN.
4.	AFFIRMATIVE ACTION TASK FORCE REPORT.....	15 MIN.
5.	YOUTH ISSUES TASK FORCE REPORT.....	15 MIN.
6.	PLANNING FOR LGBT PRIDE DAY.....	15 MIN.
7.	COMMITTEE PRINCIPLES (DEVELOPED AT RETREAT).....	20 MIN.
8.	CIVIL RIGHTS IN CINCINNATTI -- Action Item.....	5 MIN.
9.	KQED ASIAN PROGRAMMING; LACK OF LGBT CONTENT -Action Item.....	5 MIN.
10.	RECRUITMENT OF NEW MEMBERS.....	10 MIN.
11.	OLD/NEW BUSINESS.....	5 MIN.
12.	ANNOUNCEMENTS, CALENDAR MATTERS.....	5 MIN.
13.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JUNE 20, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO
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See "**AGENDA**" next page

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A G E N D A

1. ADOPTION OF THE MINUTES OF MAY 16, 1995..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. AFFIRMATIVE ACTION TASK FORCE REPORT..... 20 MIN.
   a. Approve opposition to California Civil Rights Initiative -- Action Item
   b. Approve development of educational materials and speakers bureau -- Action Item
5. YOUTH ISSUES TASK FORCE REPORT..... 20 MIN.
6. REVIEW OF LGBT PRIDE DAY..... 15 MIN.
7. FUTURE MEETINGS/PRESENTATIONS..... 20 MIN.
8. LETTER CRITICIZING FILM "THE ADVENTURES OF PRISCILLA, QUEEN OF THE DESERT" FOR RACIST, SEXIST & TRANSPHOBIC PORTRAYALS -- Action Item
8. OLD/NEW BUSINESS..... 10 MIN.
9. ANNOUNCEMENTS, CALENDAR MATTERS..... 10 MIN.
10. ADJOURNMENT

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JULY 18, 1995
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LOCATION: HUMAN RIGHTS COMMISSION
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A G E N D A

1.	ADOPTION OF THE MINUTES OF JUNE 20, 1995.....	5 MIN.
2.	COMMISSIONER REPORT.....	5 MIN.
3.	STAFF REPORT.....	10 MIN.
4.	LETTER TO UNIVERSITY OF CALIFORNIA CRITICIZING DECISION AGAINST DOMESTIC PARTNER BENEFITS -- Action Item.....	5 MIN.
5.	DRAWING FOR RAFFLE PRIZES.....	10 MIN.
6.	YOUTH ISSUES TASK FORCE REPORT.....	10 MIN.
7.	AFFIRMATIVE ACTION TASK FORCE REPORT.....	10 MIN.
8.	PLANNING FOR CALIFORNIA ASSOCIATION OF HUMAN RIGHTS ORGANIZATIONS (CAHRO) CONFERENCE.....	20 MIN.
9.	LETTER CRITICIZING FILM "THE ADVENTURES OF PRISCILLA, QUEEN OF THE DESERT" FOR RACIST, SEXIST & TRANSPHOBIC PORTRAYALS -- Action Item.....	15 MIN.
10.	RECRUITING NEW MEMBERS.....	15 MIN.
11.	OLD/NEW BUSINESS.....	10 MIN.
12.	ANNOUNCEMENTS, CALENDAR MATTERS.....	5 MIN.
13.	ADJOURNMENT	

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
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Edwin M. Lee
Director

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****
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, AUGUST 15, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO
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American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are the 42, 49 and 71 lines. Accessible seating available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Gail P. Roberts at 252-2508 (voice) or 252-2550 (TTD).

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A G E N D A

1.	ADOPTION OF THE MINUTES OF JULY 18, 1995.....	2 MIN.
2.	COMMISSIONER REPORT.....	5 MIN.
3.	STAFF REPORT.....	10 MIN.
4.	PRESENTATION: DRUG ABUSE, SUBSTANCE ABUSE, AND TOBACCO ABUSE IN THE LESBIAN/GAY/BISEXUAL TRANSGENDER COMMUNITIES.....	40 MIN.
5.	PLANNING FOR CALIFORNIA ASSOCIATION OF HUMAN RIGHTS ORGANIZATIONS CONFERENCE.....	15 MIN.
6.	YOUTH ISSUES TASK FORCE REPORT.....	10 MIN.
7.	AFFIRMATIVE ACTION TASK FORCE REPORT.....	5 MIN.
8.	RECRUITING OF NEW MEMBERS.....	15 MIN.
9.	OLD/NEW BUSINESS.....	10 MIN.
10.	ANNOUNCEMENTS, CALENDAR MATTERS.....	5 MIN.
11.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, SEPTEMBER 19, 1995
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO
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American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are the 42, 49 and 71 lines. Accessible seating available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Gail P. Roberts at 252-2508 (voice) or 252-2550 (TTD).

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A G E N D A

1.	ADOPTION OF THE MINUTES OF AUGUST 15, 1995.....	5 MIN.
2.	COMMISSIONER REPORT.....	15 MIN.
3.	STAFF REPORT.....	15 MIN.
4.	LETTER TO BOARD OF EDUCATION RECOMMENDING SUBSTITUTION OF NON-DISCRIMINATORY YOUTH PROGRAM FOR JUNIOR ROTC PROGRAM -- Action Item.....	20 MIN.
5.	YOUTH ISSUES TASK FORCE REPORT..... -- ACTION ITEM: PRIORITIES FOR COMING MONTHS	20 MIN.
6.	LETTER TO SIOUX CITY, IOWA HUMAN RIGHTS COMMISSION ENCOURAGING THEIR ACTIVE SUPPORT FOR SEXUAL ORIENTATION DISCRIMINATION PROTECTIONS -- Action Item.....	5 MIN.
7.	PLANNING FOR CALIFORNIA ASSOCIATION OF HUMAN RIGHTS ORGANIZATIONS CONFERENCE.....	15 MIN.
8.	AFFIRMATIVE ACTION TASK FORCE REPORT.....	10 MIN.
9.	OLD/NEW BUSINESS.....	10 MIN.
10.	ANNOUNCEMENTS, CALENDAR MATTERS.....	5 MIN.
11.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, October 17, 1995

TIME: 5:30 - 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVE., 8TH FLOOR
SAN FRANCISCO, CA 94102

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American Sign Language interpreters and an FM Amplification System provided upon request within 72 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are the 26, 42, and 71 lines. Accessible seating available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Gail P. Roberts at (415) 252-2508 (voice) or (415) 252-2550 (TDD).

AGENDA

1.	ADOPTION OF THE MINUTES OF SEPTEMBER 19, 1995	3 MIN.
2.	COMMISSIONER REPORT	10 MIN.
3.	STAFF REPORT	10 MIN.
4.	PRESENTATION ON OLDER LGBT COMMUNITY (Guest Speakers)	60 MIN.
5.	YOUTH TASK FORCE REPORT	10 MIN.
6.	AFFIRMATIVE ACTION TASK FORCE REPORT	10 MIN.
7.	RECRUITMENT OF NEW MEMBERS •Formation of Selection Task Force	10 MIN.
8.	NEW/OLD BUSINESS	5 MIN.
9.	CALENDAR MATTERS and ANNOUNCEMENTS	2 MIN.
10.	ADJOURNMENT	

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, NOVEMBER 21, 1995
TIME: 5:30 P.M. - 7:40 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO
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A G E N D A

1. ADOPTION OF THE MINUTES OF OCTOBER 17, 1995..... 5 MIN.
2. COMMISSIONER REPORT..... 5 MIN.
3. STAFF REPORT..... 10 MIN.
4. PRESENTATION ON LESBIAN, GAY, BISEXUAL, & TRANSGENDER DOMESTIC VIOLENCE..... 40 MIN.
5. PRESENTATION BY THE LESBIAN/GAY PARENTS ASSOCIATION. 30 MIN.
6. YOUTH ISSUES TASK FORCE REPORT..... 15 MIN.
7. AFFIRMATIVE ACTION TASK FORCE REPORT..... 5 MIN.
8. RECRUITMENT COMMITTEE REPORT..... 10 MIN.
9. OLD/NEW BUSINESS..... 5 MIN.
10. ANNOUNCEMENTS, CALENDAR MATTERS..... 5 MIN.
11. ADJOURNMENT

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JANUARY 16, 1996
TIME: 5:30 P.M. - 7:40 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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Disability Access

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and market. There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance noteice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. roberts 252-2508 (Voice) or 252-2550 (TDD).
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A G E N D A

1. ADOPTION OF THE MINUTES OF NOVEMBER 21, 1995..... 5 MIN.

2. COMMISSIONER REPORT..... 5 MIN.

3. STAFF REPORT..... 10 MIN.

4. PRESENTATION BY ORGANIZERS OF THE PROPOSED LESBIAN GAY BISEXUAL TRANSGENDER COMMUNITY CENTER..... 25 MIN.

5. ALLEGED TRANSPHOBIA IN BEACON PRESS PUBLICATIONS..... 15 MIN.
   -- Action Item

6. LETTER TO SUPERINTENDENT ROJAS ENCOURAGING TRAINING ON LESBIAN, GAY, BISEXUAL, & TRANSGENDER ISSUES FOR TEACHERS AND ADMINISTRATORS
   -- Action Item..... 10 MIN.

7. YOUTH ISSUES TASK FORCE REPORT..... 10 MIN.

8. AFFIRMATIVE ACTION TASK FORCE REPORT..... 5 MIN.

9. RECRUITMENT COMMITTEE REPORT..... 20 MIN.

10. OLD/NEW BUSINESS..... 5 MIN.

11. ANNOUNCEMENTS, CALENDAR MATTERS..... 5 MIN.

12. ADJOURNMENT

City and County of San Francisco

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Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, FEBRUARY 20, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF JANUARY 16, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 5 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO WALT DISNEY COMPANY SUPPORTING THEIR DOMESTIC PARTNER BENEFITS PROGRAM..... 5 MIN.
   -- Action Item

5. APPROVAL OF LETTER TO COMMUNITY CENTER PROJECT BOARD SUPPORTING PROJECT CONCEPT -- Action Item.... 10 MIN.

6. APPROVAL OF LETTER TO MAYOR BROWN ENCOURAGING DIALOGUE WITH MAYOR HARRIS OF OAKLAND REGARDING POLICE SENSITIVITY TO THE TRANSGENDER COMMUNITY -- Action Item..... 10 MIN.

7. APPROVAL OF LETTER TO MAYOR & CITY COUNCIL OF BLOOMINGTON, ILLINOIS, CONDEMNING THEIR DENIAL OF SEXUAL ORIENTATION AND GENDER IDENTITY DISCRIMINATION PROTECTIONS -- Action Item..... 5 MIN.

8. RECRUITMENT COMMITTEE REPORT; RECOMMENDATION OF NEW COMMITTEE MEMBERS -- Action Item..... 15 MIN.

9. PLANNING FOR ANNUAL RETREAT..... 15 MIN.

10. YOUTH ISSUES TASK FORCE REPORT..... 20 MIN.
    a. APPROVAL OF COMMISSION CO-SPONSORSHIP OF LGBT YOUTH RESOURCES GUIDE -- Action Item

    b. APPROVAL OF REQUEST TO COMMISSION TO HOLD A PUBLIC HEARING OCTOBER 10, 1996 REGARDING LGBT YOUTH ISSUES -- Action Item

11. AFFIRMATIVE ACTION TASK FORCE REPORT..... 10 MIN.

12. OLD/NEW BUSINESS..... 5 MIN.

13. ANNOUNCEMENTS, CALENDAR MATTERS..... 5 MIN.

14. ADJOURNMENT

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, MARCH 19, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF FEBRUARY 20, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 20 MIN.
   A. PRESS CONFERENCE TO INTRODUCE NEW CHAIR AND NEW MEMBERS
   B. COMMISSION MEETING REPORT

3. STAFF REPORT..... 5 MIN.
   A. NEW UNIT NAME
   B. TRANSPHOBIA IN POLICE DEPARTMENT
   C. MISCELLANEOUS

4. DISCUSSION WITH DOMESTIC VIOLENCE SERVICE PROVIDERS REGARDING SAME-SEX DOMESTIC VIOLENCE..... 30 MIN.

5. APPROVAL OF LETTER TO COMMUNITY CENTER PROJECT BOARD SUPPORTING PROJECT CONCEPT..... 10 MIN.

6. APPROVAL OF LETTERS TO SALT LAKE CITY BOARD OF EDUCATION AND UTAH HUMAN RIGHTS COALITION OBJECTING TO THE SLC BOARD OF EDUCATION'S HOMOPHOBIA AND SUPPORTING THE RIGHTS OF LGBT YOUTH IN UTAH..... 5 MIN.

7. PLANNING FOR ANNUAL RETREAT..... 15 MIN.

8. YOUTH ISSUES TASK FORCE REPORT..... 10 MIN.

9. AFFIRMATIVE ACTION TASK FORCE REPORT..... 5 MIN.

10. PLANNING FOR PRIDE DAY; DECISION ON AN HRC BOOTH -- Action Item..... 10 MIN.

11. OLD/NEW BUSINESS/ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

13. ADJOURNMENT

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Edwin M. Lee
Director

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Annual Planning Session

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
ANNUAL PLANNING SESSION

DATE: Tuesday, April 16, 1996
TIME: 5:30 p.m. - 9:30 p.m.
LOCATION: San Francisco Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

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AGENDA

1.	Welcome and Overview	5:30 - 6:00
2.	Group Icebreakers/Power Shuffle	6:00 - 6:30
3.	Introductions - Who We Are, What We Bring, What Our Issues Are	6:30 - 7:30
4.	How We Work Together	7:30 - 8:30
5.	Affirmative Action Task Force and Youth Task Force Presentations	8:30 - 9:15
6.	Highlights of Planning Session	9:15 - 9:30

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, MAY 21, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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Disability Access

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A G E N D A

1. ADOPTION OF THE MINUTES OF MARCH 19, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 5 MIN.

4. DISCUSSION WITH DOMESTIC VIOLENCE SERVICE PROVIDERS REGARDING SAME-SEX DOMESTIC VIOLENCE..... 30 MIN.

5. APPROVAL OF LETTER TO THE GAY & LESBIAN MEDICAL ASSOCIATION OBJECTING TO THE REMOVAL OF REFERENCES TO THE TRANSGENDER COMMUNITY IN THEIR LITERATURE... 15 MIN.

6. PLANNING FOR PRIDE DAY..... 15 MIN.

7. YOUTH ISSUES TASK FORCE REPORT..... 10 MIN.
   A. APPROVAL OF REQUEST TO COMMISSIONERS TO INVITE THE YOUTH COMMISSION TO JOINTLY SPONSOR THE OCTOBER 24, 1996 PUBLIC HEARING ON LGBT YOUTH CONCERNS -- Action Item

8. AFFIRMATIVE ACTION TASK FORCE REPORT..... 5 MIN.

9. RETREAT FOLLOW-UP..... 15 MIN.

10. OLD/NEW BUSINESS/ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

11. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JUNE 18, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF MAY 21, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO BOARD OF SUPERVISORS ASKING THAT RESOURCES BE PROVIDED FOR SAME-SEX DOMESTIC VIOLENCE PROGRAMS -- Action Item..... 10 MIN.

5. APPROVAL OF LETTER TO STATE LEGISLATURE CALLING FOR DEFEAT OF AB-2248 WHICH WOULD WEAKEN HIV EDUCATION PROGRAMS IN PUBLIC SCHOOLS -- Action Item..... 15 MIN.

6. APPROVAL OF LETTER TO MARY DUNLAP CONGRATULATING HER FOR HER APPOINTMENT AS DIRECTOR OF THE OFFICE OF CITIZEN COMPLAINTS -- Action Item..... 5 MIN.

7. APPROVAL OF LETTER TO BEACON PRESS ENCOURAGING THEM TO CONSIDER THE PUBLICATION OF MORE WRITINGS ON THE TRANSGENDER COMMUNITY -- Action Item..... 15 MIN.

8. APPROVAL OF RESOLUTION SUPPORTING SAME-SEX MARRIAGE LAW AND POLICY -- Action Item..... 5 MIN.

9. PLANNING FOR PRIDE DAY..... 5 MIN.

10. RETREAT FOLLOW-UP..... 15 MIN.

11. YOUTH ISSUES TASK FORCE REPORT..... 15 MIN.

12. AFFIRMATIVE ACTION TASK FORCE REPORT..... 5 MIN.

13. OLD/NEW BUSINESS/ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

14. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JULY 16, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF JUNE 18, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 30 MIN.
   A. COMMISSION MEETING OF JUNE 27, 1996
   B. DISCUSSION OF LGBTAC COMMUNICATION/"HOT SPOTS"

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO HEALTH SERVICES SYSTEM BOARD CALLING FOR REMOVAL OF EXCLUSIONS IN CITY INSURANCE PLANS FOR TRANSGENDER TREATMENTS
   -- Action Item..... 15 MIN.

5. AFFIRMATIVE ACTION TASK FORCE REPORT..... 15 MIN.

6. PRIDE DAY FOLLOW-UP..... 10 MIN.

7. YOUTH TASK FORCE REPORT..... 25 MIN.
   A. REPORT OF LAST MEETING
   B. DECISION ON DATE OF HEARING -- Action Item

8. OLD/NEW BUSINESS..... 5 MIN.

9. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

10. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, AUGUST 20, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. ADOPTION OF THE MINUTES OF JULY 16, 1996..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. GENDER IDENTITY DISORDER..... 25 MIN.

   A. PRESENTATION BY PHYLLIS BURKE, AUTHOR OF *GENDER SHOCK*

   B. APPROVAL OF RESOLUTION CONDEMNING INAPPROPRIATE USE OF GENDER IDENTITY DISORDER DIAGNOSIS AGAINST CHILDREN AND YOUTH -- Action Item

5. AFFIRMATIVE ACTION TASK FORCE REPORT..... 15 MIN.

6. YOUTH TASK FORCE REPORT..... 20 MIN.

   A. REPORT OF LAST MEETING

   B. PLANNING FOR PUBLIC HEARING

7. DISCUSSION OF "HOT SPOTS" RE COMMITTEE COMMUNICATION..... 15 MIN.

8. DISCUSSION OF ATTENDANCE POLICY..... 10 MIN.

9. OLD/NEW BUSINESS..... 5 MIN.

10. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

11. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, SEPTEMBER 17, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF AUGUST 20, 1996..... 5 MIN.
2. COMMISSIONER REPORT..... 15 MIN.
3. STAFF REPORT..... 10 MIN.
4. PRESENTATION BY JOSEPH NEISEN, EXECUTIVE DIRECTOR OF NEW LEAF..... 20 MIN.
5. AFFIRMATIVE ACTION TASK FORCE REPORT..... 15 MIN.
6. YOUTH TASK FORCE:
   -- PLANNING FOR SEPT. 26 PUBLIC HEARING..... 30 MIN.
7. DISCUSSION OF ATTENDANCE POLICY..... 15 MIN.
8. OLD/NEW BUSINESS..... 5 MIN.
9. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.
10. ADJOURNMENT

City and County of San Francisco

Human Rights Commission

Contract Compliance
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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, OCTOBER 15, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. ADOPTION OF THE MINUTES OF SEPTEMBER 15, 1996..... 5 MIN.
2. COMMISSIONER REPORT..... 15 MIN.
3. STAFF REPORT..... 10 MIN.
4. AFFIRMATIVE ACTION TASK FORCE REPORT..... 15 MIN.
5. YOUTH TASK FORCE REPORT..... 15 MIN.
6. LETTER TO IBM CORP. COMMENDING THEIR DOMESTIC PARTNERS POLICIES
   -- Action Item..... 10 MIN.
7. DISCUSSION OF FUTURE ISSUES & PRESENTATIONS FOR LGBTAC..... 20 MIN.
8. DISCUSSION OF OUTREACH PLAN FOR RECRUITMENT OF NEW MEMBERS..... 20 MIN.
9. OLD/NEW BUSINESS..... 5 MIN.
10. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.
11. ADJOURNMENT

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, NOVEMBER 19, 1996
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF OCTOBER 15, 1996..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. CANCELLATION OF DECEMBER 17, 1996 MEETING -- Action Item..... 5 MIN.
5. AFFIRMATIVE ACTION TASK FORCE REPORT..... 15 MIN.
6. YOUTH TASK FORCE REPORT: APPROVAL OF FINDINGS & RECOMMENDATIONS RESULTING FROM PUBLIC HEARING ON LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, AND QUESTIONING YOUTH -- Action Item..... 30 MIN.
7. DISCUSSION OF ISSUES & PRESENTATIONS FOR LGBTAC MEETINGS JANUARY THRU MARCH 1997..... 15 MIN.
8. DISCUSSION OF OUTREACH PLAN FOR RECRUITMENT OF NEW MEMBERS..... 20 MIN.
9. OLD/NEW BUSINESS..... 5 MIN.
10. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.
11. ADJOURNMENT

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, JANUARY 21, 1997
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. ADOPTION OF THE MINUTES OF NOVEMBER 19, 1996..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. PRESENTATION: INCARCERATION AND LGBT & HIV ISSUES.. 50 MIN.
5. YOUTH TASK FORCE REPORT..... 10 MIN.
6. RECRUITMENT OF NEW MEMBERS
   -- Action Item: Selection of Interview Committee.. 25 MIN.
7. OLD/NEW BUSINESS..... 5 MIN.
8. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.
9. ADJOURNMENT

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, FEBRUARY 18, 1997
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

See **"AGENDA"** next page

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A G E N D A

1. ADOPTION OF THE MINUTES OF JANUARY 21, 1997..... 5 MIN.
2. COMMISSIONER REPORT..... 10 MIN.
3. STAFF REPORT..... 10 MIN.
4. YOUTH TASK FORCE REPORT..... 10 MIN.
5. RECOMMENDATIONS FOR NEW MEMBERS -- Action Item.... 20 MIN.
6. PRESENTATION ON SAME-SEX MARRIAGE..... 55 MIN.
7. OLD/NEW BUSINESS..... 5 MIN.
8. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.
9. ADJOURNMENT

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
MINUTES OF MEETING OF TUESDAY, FEBRUARY 18, 1997

Commissioners Present: Commissioner Martha Knutzen, Commissioner Agar Jaicks.

Members Present: Virginia Benavidez, William Bland, Robert Bray, Quang Dang, Lani Ka'ahumanu, Eddie Kaufman, Yoseñio Lewis, Terry Person, Wally Sherwood, Rachel Timoner, Kiki Whitlock.

Members Absent: Rachel Bernstein (unexcused), Laura Perez (unexcused).

Staff Present: Larry Brinkin, Brian Cheu, Cynthia Goldstein, Ted Guggenheim (intern).

Guests: Richard Carazza.

The meeting of the Lesbian Gay Bisexual Transgender Advisory Committee was called to order at 5:40 p.m.

(1) Minutes. It was ***M/S/C unanimously to approve the minutes of the meeting of January 21, 1997 as amended to reflect that Terry Person was present, and other corrections. It was noted that Rachel Timoner had changed her mind about resigning from the Committee and instead agreed to renew her membership for another term.

(2) Commissioner Report. Commissioner Knutzen reported that the Religious Service Providers Task Force had completed discussions and was planning to vote in March on the final language of its report. She noted that the Youth Task Force heard a presentation by the Gay and Lesbian Parenting Association regarding funding they are seeking for the development of a curriculum; that the staff was busy implementing the new equal benefits legislation; and that the Health Services System met and discussed the provision of medical insurance coverage for City employees seeking transsexual medical treatments, at which Larry Brinkin spoke.

Richard Carazza, a guest, requested that the Committee include in its March agenda a discussion of the Department of Public Health's new regulations about sex establishments. He expressed concern over the monitoring of all spaces, which precluded privacy for gay and bisexual men having sex in these establishments. He suggested that policing gay men's sexuality was not a good way to prevent HIV transmission, and that most unsafe sex occurs in private homes. It was

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agreed that the item would be added to the March agenda. It was suggested that representatives from the Department of Public Health, the Coalition for Healthy Sex and the Community United for Sexual Privacy be invited to attend. William Bland volunteered to assist staff in organizing this agenda item.

Mr. Bland asked Commissioner Knutzen if Commissioner Salazar-Hobson was still a member of the Committee. Commissioner Knutzen stated he was not, and that she was not yet certain whether a third Commissioner will sit on LGBTAC.

(3) Staff Report. Larry Brinkin reported that the Commission is seeking to fill new staff positions in the Lesbian Gay Bisexual Transgender and HIV Unit. Two are professional positions and one is a clerical position. He noted that the deadline for applications is March 5, 1997, close of business. He reported that the Commission has been preparing its budget for fiscal year 1997-98, that Cynthia Goldstein has been on a staff budget committee and that the Commission has requested additional funds for new initiatives.

Mr. Brinkin noted that the staff was recruiting for summer interns and would be at the Public Interest Law Day at Hastings to interview candidates. He reported that Ms. Goldstein was participating in a sensitivity training for the Medical Examiner's Office, to which Robert Bray suggested she "Knock 'em dead." Mr. Brinkin noted that Brian Cheu and Ms. Goldstein would be conducting an HIV in the Workplace training at the Harvey Milk Institute in April. He also reported that the Religious Service Providers Task Force would be issuing its report soon and that he hopes to present a summary of the report at the Committee's March meeting.

Mr. Brinkin reported that he, James Green, Kiki Whitlock and Sgt. Stephan Thorne of the San Francisco Police Department attended a meeting of the Health Service System Board's Rules Committee to encourage the City to provide insurance coverage for transsexual medical treatments of City employees. The HRC is now going to try to answer questions that arose at that meeting and while the policy may not be changed for the 1997-98 fiscal year, Mr. Brinkin is hopeful that it will be changed in the future.

Mr. Bray suggested that a media task force or team be formed to help the HRC roll out news, instead of merely reacting to the media when they pick up on a story. He suggested that the team include representatives from the Mayor's staff, the LGBTAC and the HRC staff. It was agreed that this idea would be explored further. Mr. Brinkin recognized intern Ted Guggenheim for his excellent work on the Unit's web page and encouraged everyone to take a look at it by pointing their web browsers to www.sfhumanrights.org/lgbth.

(4) Youth Task Force Report. Brian Cheu reported on the last meeting of the Youth Task Force at which Crystal Jang of the San Francisco Unified School District made a presentation. He noted that the action plan recommended to the School Board is being evaluated and that it is not

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yet clear if money will be allocated by the Board to fund the work. He reported that members of the Task Force are working with Supervisors Ammiano and Katz to further implement the findings and recommendations that came out of the Public Hearing, and that the group was trying to determine the best location to house a potential staff person who would be hired to implement the findings. He noted that the full report from the Public Hearing will be scheduled for review and approval at the March LGBTAC meeting and encouraged members to review the document when they receive their next meeting packets.

(5) Recruitment of new members. Yoseñio Lewis explained that seven people had been selected by the Recruitment Task Force for recommendation to the Committee. Two Committee members expressed some questions about a potential candidate but chose not to name the candidate. It was ***M/S/C (10 yea, 3 nay) to recommend the other six candidates for appointment, let the members with concerns meet with the Recruitment Task Force to discuss their concerns, and let the Recruitment Task Force then decide whether to recommend the final candidate.

(6) Presentation on Same Gender Marriage. Kate Kendell, Executive Director of the National Center for Lesbian Rights, began the discussion by describing what has been happening in the Hawai'i courts and legislature regarding same-gender marriage. She explained that a trial court decision was recently issued stating that the State had failed to prove that there was a compelling reason to prohibit same-gender couples from marrying. This decision has been appealed to the Hawai'i Supreme Court and a ruling is expected before the end of the year. At the same time, the Hawai'i legislature is trying to pass a measure requiring voter approval that would ban same-gender marriage in the State. Elsewhere, 16 states have passed this type of non-recognition bill, and 31 states have introduced such bills. Ms. Kendell then explained the action taken by the U.S. Congress and President Clinton who, in turn passed and signed into law the "Defense of Marriage Act" (DOMA). While Ms. Kendell believes this law will eventually be held unconstitutional, it currently states that if same-gender marriage is ever made legal in any state, the federal government will not recognize it.

Paula Brantner, Civil Rights Co-chair of LIFE Lobby and co-founder of the Freedom to Marry Task Force (FTMTF), spoke on the situation in California regarding same-gender marriage. She stated that in 1991, then Assembly member John Burton unsuccessfully tried to change the California Family Code to say that marriage is a legal relationship between two people, instead of between one man and one woman. She then reported on various attempts to pass a state law that would prohibit the recognition of a same-gender marriage performed legally in any other state. She noted that while these attempts have been unsuccessful to date, it is important for lobbying efforts to continue because it is likely that such efforts will continue. Ms. Brantner reported on the activities of the Freedom to Marry Task Force, a grass-roots organization which gathered over 10,000 letters to take to Sacramento in support of same-gender marriage. She encouraged members to consider joining the Task Force.

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Mr. Lewis asked if DOMA or any of the NCLR or FTMTF literature includes mention of bisexual or transgendered people. Ms. Kendell replied that it does not, but that the sociological discussion has included the impact on these communities. Lani Ka'ahumanu noted that the law in Hawai'i talks about same-gender marriage and not marriage for lesbian or gay couples, so it impacts bisexuals and the support of the bisexual community should be developed by focusing the discussion on same-gender marriage and not "lesbian and gay marriage." Ms. Brantner noted that this may depend on the audience because when trying to recruit the support of heterosexuals, the phrase "same-gender marriage" sometimes doesn't catch their attention.

Mr. Bray thanked the speakers for their hard work and their sensitivity to the segments of the LGBT communities who do not support the concept of marriage. He asked whether the existence of transgender married couples where both partners are of the same-gender could be a DOMA loophole. Ms. Kendell agreed it could be, that there are many same-gender married couples whose relationships are unlikely to be invalidated. It was agreed that a community discussion must continue so that the fight for same-gender marriage does not lead to assimilation and the emulation of the negative aspects of marriage.

(7) Old/New Business. Mr. Brinkin noted that this would be the last meeting for the LGBTAC members resigning from the Committee. He recognized Laura Perez as a valued member and hoped she would continue to work with the Committee in the future. He told Ms. Ka'ahumanu that he adores her and has found her to be a fabulous member since she joined the Committee in 1989. Ms. Ka'ahumanu stated she hadn't realized this would be her last meeting, she stated she felt as though she was breaking up with many lovers, and that she would come to the March meeting to say her goodbyes.

(8) Announcements. Mr. Bland announced an opportunity for leadership skills training, including a training being conducted in Spanish. Mr. Morton announced a fund raiser for Leslie Feinberg. Mr. Lewis announced that he would be taking a short leave of absence from the Committee for medical reasons.

(9) Adjournment. The meeting was adjourned at 7:45 p.m.

/cgg

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
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Lesbian Gay Bisexual Transgender & HIV Discrimination

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
DATE: TUESDAY, MARCH 18, 1997
TIME: 5:30 P.M. - 7:30 P.M.
LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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See **"AGENDA"** next page

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A G E N D A

1. ADOPTION OF THE MINUTES OF FEBRUARY 18, 1997..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.
   - Introductions by new and continuing members
   - Religious Service Providers Task Force report

3. STAFF REPORT..... 10 MIN.

4. PRESENTATION AND DISCUSSION REGARDING PUBLIC HEALTH GUIDELINES FOR MONITORING SEX CLUBS..... 50 MIN.

5. RECOMMENDATION TO COMMISSIONERS TO ADOPT REPORT ON LGBTQQ YOUTH PUBLIC HEARING -- Action Item..... 20 MIN.

6. RECOMMENDATION TO COMMISSIONERS TO ENCOURAGE CITY SUPPORT OF AB 1059 MANDATING DOMESTIC PARTNER COVERAGE BY STATE INSURANCE PROVIDERS -- Action Item..... 5 MIN.

7. SELECTION OF PLANNING COMMITTEE FOR APRIL RETREAT.. 10 MIN.

8. OLD/NEW BUSINESS..... 5 MIN.

9. ANNOUNCEMENTS/CALENDAR MATTERS..... 5 MIN.

10. ADJOURNMENT

City and County of San Francisco

Department of Public Health
AIDS Office

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San Francisco Department of Public Health, AIDS Office
Minimum Standards for Operation of Sex Clubs and Parties

The following minimum standards for the operation of sex clubs and parties are intended to ensure that these venues provide a safe environment for their patrons and do not contribute to the spread of HIV and STDs in San Francisco.

I. Prohibited Sexual Activities

The following activities have been identified as posing an unreasonable risk for HIV transmission and therefore are prohibited in all sex clubs and parties:

- Insertive and receptive anal intercourse without a latex or a polyurethane condom;
- Insertive and receptive vaginal intercourse without a latex or a polyurethane condom;
- Fisting without the use of a latex glove (due to likelihood of blood exposure).

II. Other activities

In addition to the above prohibited activities, owners should take reasonable steps to protect the general health of their patrons by recommending that patrons follow safer sex guidelines and do not engage in the following activities:

- Oral intercourse with ejaculation without the use of a barrier impermeable to HIV;
- Cunnilingus without the use of a barrier impermeable to HIV;
- Rimming or fingering without the use of a barrier impermeable to HIV;
- No shared use of dildos (without the use of a latex or polyurethane condom) and other sex toys.

III. Rules

(a) All sex clubs and parties shall display signs which inform patrons about prohibited sexual activities and safer sex guidelines. Signs must include those behaviors which are appropriate to the clientele that frequent the sex clubs and may be written in culturally specific (vernacular) language. These signs must be posted at the entrance to the club or party, where customers pay entrance fee, and in multiple locations throughout the facility. Signs must be printed in lettering no less than one inch in height and one-quarter inch width. Signs must be readable and visible to patrons.

(b) All operators are required to obtain the written acknowledgment from each patron indicating that they have agreed to adhere to the posted rules regarding prohibited sexual activities. Patrons must be made aware of the consequences of non-compliance to the posted rules.

IV. Condoms and Safe Sex Materials

(a) All establishments are required to provide safe sex materials free of charge. These must include: lubricated condoms, non-lubricated condoms, water-based lubricants, gloves and plastic or latex barriers. Instructions on proper use of condoms must also be made available. Patrons must be made aware of where these supplies are located in the establishment.

(b) Establishments which allow anal and/or vaginal intercourse are required to provide lubricated condoms in every booth, cubicle, room, compartment or stall.

(c) An adequate supply of safe sex materials must be maintained for use by patrons at all times the club or party is in operation.

V. Monitoring

All areas of the commercial sex club must be monitored on a regular and on-going basis by staff to prevent patrons from engaging in prohibited activities.

(a) Monitors must enforce the posted rules of the commercial sex club or party.

(b) Each commercial sex club must have a minimum of two staff members on the premises at the same time. These must include at least one trained staff monitor and a "front-door person".

(c) All areas of the sex club or party must be monitored by staff a minimum of at least one time every twenty minutes. More frequent monitoring is required if necessary to prevent customers from engaging in prohibited activities.

(d) Staff must intervene immediately to stop activities if patrons are engaging in prohibited sexual activities.

VI. Training

All staff of sex clubs and parties are required to receive training about HIV and STD transmission and prevention, as well as monitoring and intervention techniques, at least once per year. Curriculum for this training must be submitted to the Department of Public Health, AIDS Office for approval.

VII. Lighting

During operating hours, all areas of the sex club or party must be sufficiently lighted to enable staff to see what type of sexual activity is occurring.

VIII. Rooms, Booths, and Cubicles

Clubs or parties may not have locking booths, cubicles, or rooms to which patrons have access. It must be possible for staff to view any activity occurring in these spaces from outside of the

room, booth, or cubicle. If the club or party does not permit sexual activity in the bathrooms, bathroom stalls may have locking doors.

IX. Education

Clubs and parties must provide HIV/STD educational materials to patrons. These materials must include posters, brochures, articles, and/or videotapes which promote safe sex activities. Clubs are encouraged to conduct HIV prevention activities such as workshops, events, and one-on-one counseling, in addition to providing materials to patrons.

X. Fire, Building, Planning, Health, and Police Codes

All clubs and parties must comply with Fire, Building, Planning, Health, and Police codes.

XI. Wash-up and Waste Disposal Facilities

All clubs and parties must provide adequate wash-up facilities for their patrons. This includes the provision of hot water, soap, and paper towels. Clubs and parties also must provide an adequate number of waste receptacles, placed where patrons have access for the easy disposal of used condoms and other materials.

Bathhouse forum asks: Whose responsibility is safe sex?

by Liz Highleyman

Community discussion on the issue of sex clubs and bathhouses reached a new level Saturday, February 22 in a forum sponsored by the Stop AIDS Project. A standing-room-only crowd of nearly 100 attended the event at the Metropolitan Community Church. According to organizer Steve Gibson, "in all the controversy about legislating the sex clubs and reopening the bathhouses, the question about whose job is it to have safe sex is getting lost."

Debate has been lively following the withdrawal last fall of proposed legislation to regulate the city's sex clubs and the announcement at this month's Coalition for Healthy Sex (CHS) meeting that the Department of Public Health (DPH) plans to institute mandatory standards. Segments of the community have expressed outrage that officials have moved forward without public input. The standards provoking the most controversy are those concerning locked private rooms and mandatory monitoring of patrons' sexual activity.

The forum featured speakers with a range of opinions, although the panelists and the majority of the audience seemed to agree that the responsibility for ensuring safer sex primarily rests with the individuals involved. Sexologist and Good Vibrations education director Carol Queen began by noting that the first safer sex educators in the city – many of whom were associated with the Institute for the Advanced Study of Human Sexuality – saw the value of promoting public venues where people could learn in a hands-on manner about eroticizing safer sex, which "you can't learn from a brochure, even an illustrated one." Communication and negotiation were key components of the "San Francisco model" of safer sex education. There have been major changes in our understanding of the AIDS epidemic in the city, Queen said, and "key components of the model have again become controversial."

Scott O'Hara, a former porn star and publisher of *Steam* magazine, has had experience in public sex venues around the world. He noted that San Francisco's policy of permitting sex clubs but not bathhouses with private rooms is unique. Bathhouses are not just sex establishments, O'Hara said, but also serve as social clubs for gay men; "stand up" sex clubs without private spaces are not conducive to conversation and more intimate interactions. Describing the bathhouses in Amsterdam – which often include cafes for socializing and are an accepted part of the gay scene – O'Hara said it was "depressing to see San Francisco without this kind of facility."

He emphasized that "my body is not [DPH AIDS Office Director] Mitch Katz's or anyone else's," and compared the regulation of gay sexual activity with controlling whether a woman can have an abortion. "The increasing, oppressive level of control frightens me," O'Hara concluded.

'In a poor position'

The third panelist, Jerry Zientara, said he was there "because I followed my dick." Zientara was one of the founders of the SF Jacks 14 years ago, and one of the original members of the CHS, which evolved out of a group of party hosts using the space at 890 Folsom Street who got together to deal with logistical issues like "who buys the toilet paper." He emphasized that the CHS was not originally set up as a public forum to decide on standards for sex clubs, but rather "a group of guys and gals who threw parties together."

Zientara believes that behavior exchange occurs by observation in a supportive environment; when people "seek nirvana" in sex, there is a responsibility to ensure that they have a "safe landing place." Noting that some people attend sex clubs and parties and some don't (and inviting Katz and his staff to attend SF Jacks parties for free), Zientara concluded that "those who don't are in a poor position to tell those of us who do what to do."

When asked later about how the CHS became involved in the development of sex club regulations, Zientara and Queen pointed out that this had happened largely by accident when the group was approached by Supervisor Tom Ammiano. The heretofore voluntary guidelines developed by the party hosts and club owners were used as a basis for Ammiano's proposed legislation. Zientara stated that the CHS never decided on a final draft and "many things were still at issue when the process was derailed." Queen noted that the CHS "had to run to keep up with what was coming from without," as authorities threatened to close down city sex clubs. Regarding the "pro-latex bias" of the CHS, Queen emphasized that while most party hosts and club owners believed that it was appropriate to institute some regulations in their own spaces, "club regulations were not meant to encompass everyone."

Jim Montgomery, a health educator with the Gay Men's Health Collective of the Berkeley Free Clinic, has done extensive safer sex education in public sex environments, including Berkeley's Steamworks bathhouse. Members of the collective believed that baths were a good venue for education and did not support their closure in the mid-1980s. He noted that it would be much harder to reach men with education if they were forced into parks and public restrooms. Montgomery questioned why gay bath-

page 26 ▶

Bathhouse

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houses should be closed when public hot tub establishments frequented primarily by heterosexuals are allowed to remain open, asking, "Are heterosexuals more trustworthy regarding their sexual behavior?"

The final panelist, Jonathan Klein of Community United for Sexual Privacy (CUSP), noted that with the recent institution of sex club regulations, the city has apparently already answered the question of "Whose responsibility is safer sex?" Klein criticized the DPH sex club policy from two angles: that it is an "improper use of government power," and that it is ineffective and possibly counterproductive in preventing HIV transmission. Klein noted that it was appropriate that the city's bathhouses were closed in 1984, since the closure was a "blatant example of Big Brotherism." Klein pointed out that – unlike the sex club standards – most public health regulations are intended to protect people from the behavior of others, not to force them not to harm themselves. Some of the prohibited behaviors – for example unprotected fisting and unprotected anal sex between two HIV-positive men – "have not been shown to be life-threatening risks."

Protecting or pandering?

Klein stated – to much applause – that the prohibition of private spaces "gives gay men the message that they cannot take responsibility for themselves." Noting that the men who avoid sex clubs because of the lack of privacy may be among the hardest to reach with education – including married men, questioning men, and men of color – Klein stated that the no-closed-doors policy may be responsible for increased HIV transmission. While sex clubs should provide education and safer sex supplies, they cannot prevent unsafe sex— indeed, "there is no definition of safe sex that is applicable at all times to every person"— and it is "up to each individual to take responsibility for his own behavior." When asked later whether he favors any safety regulations at all, Klein replied that he does indeed support standards of cleanliness and fire and building safety codes. Klein concluded by asserting that heavy-handed regulation makes people "suspicious of the government's competence and motives – are they really trying to protect the gay community, or are they pandering to the fears of straight society?"

Matthew Denckla of the Stop AIDS Project presented the preliminary results of a survey that was conducted about gay men's attitudes toward public sex venues. When asked if they had attended a sex club or bathhouse, 61% said yes and 39% said no. Forty-six percent said they liked such establishments, 26% expressed a "to each his own" attitude, and 25% were either opposed to such venues, thought they were a safety concern, or thought they should be closed or regulated. When asked what they would do if they observed sex without a condom in a sex club or bathhouse, 70% said it would be none of their business, 13% would say something, 2% would give them a condom, 7% would tell the management, and 5% would watch.

Following the panel, the audience had an opportunity to ask questions – an opportunity many took to state their own opinions on the subject. Applauding the Stop AIDS Project for organizing the event, Michael Petrelis stated that "[DPH Director] Sandra Hernandez, [lesbian and gay health liaison] Dana Van Gorder, and Mitch Katz must be taken to task for not organizing a single public forum" on the sex club issue. He exhorted those assembled to "pick up the phone and pick up a pen," stating that "we must flood the AIDS Office" with calls to 554-9000 and letters to 25 Van Ness Avenue.

Tortuga Bi Liberty, noting that the "Department of Pubic Harassment" only claims jurisdiction over public spaces, questioned whether sex clubs and baths could escape harassment by declaring themselves to be private establishments. Klein responded that while most clubs in the city do in fact claim to be private, the city still apparently regards them as "public." It was noted that a shift in official attitudes about "public" and "private" has taken place over the years. At the time of the Brown Act in 1975, legal opinion held that the decriminalization of sodomy did not apply outside of closed, private spaces. Today, it is sex behind locked doors that is deemed impermissible. Klein pointed out that originally bathhouses were not open gay sex establishments, but that they became so during the gay liberation era of the 1970s. This openness "backfired" in the 1980s, when such establishments were closed down because they were "too obvious" as sex venues. Other types of establishments – such as bookstores, porn theaters, and public hot tubs – have generally been left alone because they have not been open about being places to have sex.

Brotherly connection

One audience member pointed out that when people are drunk or high they may not have much control over their bodies. He said he feels an "obligation" and "brotherly connection" to "those gay men in the community who may have low self-esteem, chemical dependency problems, or a lack of willpower." The speaker was met with sustained applause when he asserted that the community cannot simply abandon these people. On a similar note, Queen pointed out that sex club and bathhouse patrons are not all sophisticated long-term members of San Francisco's gay community, but that many are newly out or newly arrived from places where frank information about safer sex is not widely available. Another speaker noted that although "passion sometimes overrides intelligence," an environment such as that of the Steamworks, where safer sex is accepted, makes him "feel perfectly at home in refusing unsafe sex." Paul Cotten, the Steamworks health educator, suggested that the DPH should pay less attention to whether clubs have locked doors – and more attention to who is doing education and whether condoms are available.

When asked if there would be a place for sex clubs if bathhouses reopen, Queen noted that "some people like public sex and voyeurism, and I hope that never changes." Klein believes people should have the choice, and "will vote with their feet and their pocketbooks." O'Hara noted that he "was an exhibitionist before the baths were closed, and will still be one after they reopen."

Klein concluded by saying he was "gratified by the level of interest – maybe we really do have the power to change things." Answering a rhetorical question about whether we can have all the sex we want, with as many partners as we want, and still stop AIDS transmission, Denckla brought the forum to a close by saying, "Yes, we can." ▼

January 22, 1997

Bay Area Reporter
395 9th Street
San Francisco, CA 94103

Dear Editor,

In your article about the January Coalition For Healthy Sex meeting (*Healthy Sexers discuss the baths*, January 16,1997), there was some confusion between the standards for the operation of sex clubs that the San Francisco Department of Public Health is currently drafting and the voluntary guidelines for the operation of sex clubs that have been developed by the Coalition for Healthy Sex.

The Coalition For Healthy Sex has developed guidelines for the operation of sex clubs in San Francisco. Compliance with these guidelines has always been voluntary. They were developed primarily to assist club owners in providing a safe environment for their patrons.

The DPH standards were developed with the Coalition for Healthy Sex guidelines as a basis because we feel strongly that they provide sound guidance based on the experiences of sex club operators and HIV educators. We have also sought input from members of the Coalition For Healthy Sex in developing the Standards to make sure that they are reasonable, appropriate and realistic. However, it needs to be emphasized that these are DPH standards and not Coalition For Healthy Sex standards. Our goal is to ensure that sex clubs are operating in a manner which helps protect the health and safety of their patrons.

The position of the DPH is that sex clubs can provide an excellent opportunity for HIV prevention and education to occur. However, just like any other commercial establishment such as a restaurant, sex clubs must not operate in a manner which might jeopardize the health or safety of the public.

While we acknowledge the right of individuals to choose whether or not to protect themselves and their partners, we also realize that when this decision occurs in a commercial establishment, it is also the responsibility of both that establishment and the Health Department to ensure the public's health and safety.

The HIV epidemic is not over. Nearly half of the men who have sex with men in San Francisco are HIV infected. We also know that about 2% of men who have sex with men will become HIV infected each year. These numbers are far too high. Our goal, plain and simple, is to prevent new infections of HIV. These standards for sex clubs are just one piece of the prevention effort to reach this goal.

Sincerely,

Michael Pendo
Prevention Coordinator
SFDPH, AIDS Office

Mitchell Katz, MD
Director, AIDS Office
Director, Community Health and Safety

UNITE FOR SEXUAL CHOICE AND RESPONSIBILITY

Private rooms in bathhouses offer gay men opportunities to make love, to even fall in love, to fantasize, and to communicate in a private and intimate way. Most people want privacy when engaging in love making, including many gay men. Gay men need more opportunities to meet, socialize, and make love, not fewer.

Private spaces present better opportunities for many gay men to communicate and negotiate their safe sex standards. (Oral sex may not be safe for everyone. Decide for yourself.) Not all gay men have the luxury of bringing partners to their private homes. There are issues of safety: violence, robbery. Some men are hiding their sexuality from family, friends, roommates or lovers.

The vast majority of gay men are practicing safe sex by taking responsibility for themselves. We are not going to change the behavior of the minority, who are having unsafe sex, by restricting and monitoring the majority. The issue is to encourage and empower all gay men to respect themselves and always be safe. Prohibition did not work with alcohol, and it does not work with drug abuse. Isn't that why we support needle exchange? It is negligent to imply that the SFDPH or the sex clubs are going to take responsibility for monitoring our sexual behavior.

Having lived in the gay community in San Francisco since 1975, I am proud of the fact, that in the early eighties, it was the gay men in this city who empowered themselves to take responsibility for themselves and be safe. Our message then, and our message now must be one of self respect: Getting the facts, and owning the responsibility. Let's reach out to the minority of people who are being unsafe; but do so in creative and sex positive ways, rather than in controlling and restrictive ways. There are bathhouses in Berkeley, San Jose and hundreds of cities in the U.S. and through out the world. Let's follow the lead of our bay area neighbors, and use the bathhouse environment to reach out, educate and empower sexually active people to be safe.

Stop wasting valuable resources around monitoring: be creative, sympathetic, and non-judgmental to those who are having difficulties being safe. And allow the majority of us who are being safe to do so in private rooms in a bathhouse, where the intimacy that can be created enhances safe sex negotiations, and where educational information and condoms can be provided.

San Francisco is perceived as the gay capital of the world. We should have a bathhouse that exemplifies self respect, individual freedom and responsibility, and provides educational services about STD's to its patrons. Not just sex clubs with only monitorable spaces, and no spaces to make love in private, the way many people prefer to make love most of the time.

Allow a bathhouse to open. Education produces better results than prohibition. As the SFDPH does in restaurants, regulate the cleanliness and safety of the facility, but don't try to monitor the eating practices of the patrons!

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February 6, 1997

TO THE SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH AIDS OFFICE:

The concept of banning privacy in gay sex establishments in order to reduce HIV transmission appeared initially in the preliminary injunction issued in 1984 which forced San Francisco's bathhouses to remove the doors to private rooms, turn up the lights, and monitor patrons' behavior. Hardly without controversy, the ruling was loudly decried by many concerned with the protection of gay rights and civil liberties. But in those early years of the AIDS epidemic, with the gay community focusing on its very survival and with bathhouse owners financially drained due to a dramatic reduction in patronage and legal costs already incurred, organized community and legal opposition did not materialize.

The 1984 injunction has formed the basis for San Francisco Department of Public Health policy with respect to all gay sex establishments which have come into existence since that time. But much has changed in the last thirteen years, and we feel it is imperative to reexamine this policy now. We question the fundamental legitimacy of this policy as an appropriate "public health" measure; we question the effectiveness of this policy on the spread of HIV; we question the impact of this policy on HIV prevention education efforts; and we question this policy's repercussions on the gay community's view of our government's overall AIDS prevention efforts.

Question #1: *Is the policy banning private spaces in sex establishments a legitimate measure, consistent with the DPH's role as protector of the public health in commercial venues?* DPH officials have claimed that it is, making analogies to DPH regulation of restaurants. However, restaurant regulations are designed to ensure that the restaurant itself does not directly jeopardize its patrons' health through actions from which they are defenseless (e.g., by serving contaminated food); they do not restrict ways that restaurant patrons may jeopardize themselves (e.g., by ordering high-cholesterol food). Even the ban on smoking in public places, which does restrict individual behavior, exists because a smoker's behavior directly jeopardizes "innocent bystanders" occupying the same enclosed public place. In a sex establishment, no one's health is in danger simply by being there (assuming that the club meets reasonable fire and building code regulations), **even if he is in a private, locked cubicle.** Barring rape (which is illegal in any space, public or private), each patron has the ability to protect himself from HIV and other STD's, and he cannot be exposed to a health risk except as a result of his own actions. Therefore banning private spaces in sex clubs because of the possibility that someone may take a risk with his own health goes far beyond other Health Dept. policies regulating other types of businesses, and can be reasonably termed overreaching and discriminatory. In addition, because of their restrictions on the fundamental right to privacy and free association, the DPH's policies are most likely unconstitutional.

Question #2: *Would allowing private rooms in sex establishments be likely to lead to an increase in the incidence of unprotected anal sex in those clubs?* At least one study ("HIV-1 Seroprevalence and Risk Behaviors Among Young Men Who Have Sex With Men", co-sponsored by the DPH) showed that unprotected anal sex is still occurring in sex clubs with monitoring, **and at about the same (very low) rate that it is occurring in Bay Area bathhouses with private rooms**. Clearly, monitoring has not eliminated high-risk sex in sex clubs. Indeed, some sex club operating procedures instituted due to DPH policies might actually **encourage** activities that could lead to HIV transmission, e.g.,

- Monitoring very likely presents those who have a proclivity to rebel against authority with an irresistible "challenge" to try to circumvent it.

- The public nature of sex club spaces virtually precludes verbal communication prior to sex, so patrons have less information on which to base their behavioral decisions.

- Safer sex tools such as condoms are not always within easy reach in an open sex club space (whereas they can always be at hand in an enclosed, private room).

- In the "group sex" situations typical of sex clubs, it is often difficult to extricate oneself when activities go beyond one's personal limits.

Question #3: *Given that most health educators familiar with the gay community feel that gay sex establishments are the best venue for disseminating HIV prevention education and tools, what is the impact of privacy restrictions on these education efforts?*

- The vast majority of gay sexual encounters take place in private bedrooms. Therefore, HIV prevention education must impact those encounters in order to significantly reduce HIV transmission. But a sex club with mandated monitoring presents a context so artificial and so unlike what patrons experience in a private setting that the impact of educational efforts is greatly reduced.

- An emphasis on personal responsibility and accountability is an integral part of HIV prevention education. But in a sex club where all activities are monitored, patrons are given the overriding message that they are *not* personally responsible for their actions.

- The latest surveys and scholarship show that disclosure, communication, and negotiation are among the most important lessons that sexually-active gay men need to learn. But as noted above, communication prior to sex is virtually impossible in sex clubs where there is no privacy, so these lessons are not being learned or practiced there.

- Many men are not comfortable having sex while being observed by others, and so do not patronize sex clubs which do not provide privacy. Often such men are from the most "at-risk" populations, such as bisexual married men, members of ethnic minorities, or young men just coming out, and are the least likely to have access to HIV prevention information and tools from other sources. So the elimination of private spaces in sex clubs has resulted in a failure to reach large populations of at-risk men with information that could save their lives.

Question #4: *What is the prevailing feeling in the San Francisco gay community about the ban on privacy in sex clubs?* From what we have seen over the past few months, we have no doubt that the vast majority of gay men in San Francisco would like to have the ban lifted. We cite the opinions which have been voiced in public forums such as the Coalition for Healthy Sex and Board of Supervisors meetings; the dozens of letters written to city officials; the many letters, articles, and editorials in all the major San Francisco gay community publications; and the formation of our grass-roots organization, which gathered over 150 signatures on a petition in just a few hours on Castro St. The ban is widely perceived as insulting, discriminatory, sex-negative and coercive. Many men feel that the ban has deprived the community of facilities which can offer the opportunity for intimacy, camaraderie, and non-sexual socializing. And the gay community is well aware that San Francisco is the only city which has imposed such a ban, leading many gay citizens to question whether our health officials are basing their overall HIV prevention efforts on generally accepted, up-to-date evidence and scholarship. Given that the gay community is the primary focus of San Francisco's HIV prevention efforts, these views must be taken into account. We are convinced that lifting the ban on privacy would show the gay community that the DPH is indeed dedicated to effective and community-based prevention efforts.

CUSP's approach so far has been to focus the community's attention on this issue, to determine the strong degree of support for our view, and now to petition the responsible city agency for a redress of our grievance. We are offering the DPH the opportunity to enhance its credibility and esteem within the gay community. We want to make it clear, however, that we are very committed to our cause. If the DPH proves unresponsive, we are prepared to take this debate into political and legal arenas.

A health educator's concerns regarding the proposal put forth by the San Francisco Department of Health to police sexual activities in private, sex-positive spaces, such as bathhouses and sex clubs.

Currently, the San Francisco Department of Health is drafting a proposal that is intended to provide a set of 'minimum requirements' for sex-positive facilities, such as sex clubs and bathhouses, operating in San Francisco. One salient feature of this draft is the inclusion of rules requiring all spaces to be designed in such a way that activities inside each space can be monitored from outside the space, i.e. no doors on rooms or cubicles. The proposal also stipulates that facility staff should be trained to "monitor" all areas of the facility and that staff should be moving throughout the club to police customers' activities. No areas of the facility should be private.

The idea of policing the activities of patrons and removing doors from rooms is not new. The San Francisco Department of Health has borrowed this concept from a group known as the Coalition for Healthy Sex. The CHS is a group of sex club owners, educators and health department officials who meet on a monthly basis. On April 23, 1991, nine members of the CHS, including Buzz Bense, owner of EROS, Dan Wohlfeiler, Education Director, STOP AIDS, Brad Grant, owner of Blow Buddies, Chuck Frutchey, formerly Education Director, San Francisco AIDS Foundation and Jerry Zientara, San Francisco Jacks, created the "Recommended Standards for the Operation of Sex Clubs, Bathhouses and Commercial Sex Establishments." This list of standards includes the following guideline: "Physical layout should be such that all areas can be monitored, with no spaces where activities cannot be observed."

The SFDPH believes the CHS utilized community input when developing their list of so-called 'recommended standards' for sex clubs and bathhouses. Therefore, the SFDPH supports these 'recommended standards'. The CHS wrongly believes that the local gay community supports the concept of monitoring men's sexual activities. The CHS has a very narrow input and decision-making process that often only serves the interests of handful of sex club owners. If the CHS were community-driven, then community members could engage in open dialogue with CHS members and support or (presumably) challenge CHS guidelines, policies, etc. As of this writing, few community members have challenged the concept of policing men's sexual behavior, largely due to the fact that few in the gay community know of the CHS meetings and its 'recommended standards.' In this void of public scrutiny, those who have voiced opposition at CHS meetings, and I am one of them, have been met with open hostility and ignorance.

The SFDPH, and others, support the existence of sex-positive spaces as ideal places to perform much-needed HIV education and prevention. I agree that no better place exists to do this work. But policing men's sexual behavior is not an effective education and prevention tool, it is a bad public health policy. The SFDPH believes that the sex clubs are safer than bathhouses because, in their words, " *the sex clubs in San Francisco have open, monitored spaces and therefore, create a community norm where protected anal sex is the normative behavior.*" Wouldn't it be nice if HIV/STD prevention were that simple?

For those of you who patronize San Francisco's many and varied sex clubs, movie theaters and video booths, can you remember the last time you actually saw a 'monitor', or felt a staff member's hands feeling around the base of your penis for a condom? Do you agree with the SFDPH's cynical presumption that we gay and bi-sexuals are irresponsible and cannot be trusted to have sex without the government looking over our shoulders, into our rooms, prying us apart with a crowbar and investigating us with a flashlight?

As a full-time HIV/STD health educator who directs an established, well-respected and award-winning safer-sex outreach program within a sex-positive environment (the Steamworks bathhouse in Berkeley) I have some serious concerns about the concept of monitoring. They are:

Proposals from Youth Task Force Meeting: March 3, 1997

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RECOMMENDATIONS

Youth and Schools:
ADD:
Fund programs to create and expand internet resources to provide information and networking for LGBTQQ youth.

ADD:
Sponsor dances by the School District or other City and County agencies for LGBTQQ students and youth

Youth and Health:
ADD:
Mandate City investigation into complaints about Gender Identity Disorder abuse.

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PREFACE

Part I

The public hearing and this report resulted from the growing visibility of lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) youth in San Francisco. In 1995, the Lesbian, Gay, Bisexual, Transgender Advisory Committee (LGBTAC) of the San Francisco Human Rights Commission created a Youth Task Force (YTF) ~~subcommittee~~ to investigate the needs of LGBTQQ youth.

This report is a compilation of material, testimony, and information submitted by LGBTQQ youth, other community members, community organizations, school officials, and representatives of City agencies and departments. This report is built upon the words and ideas of all those who testified at the hearing, submitted written materials, and offered commentary on the content of the findings and recommendations. Every attempt has been made to accurately reflect the information submitted.

In order to be as inclusive as possible, the organizers of this public hearing and report agreed to use the terms Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQQ) to describe the identity of sexual and gender "minority" individuals. It is recognized and respected that some people may feel alienated by one or more of these terms, and that some individuals object to the use of labels to describe their identities. In some portions of the summary of the public testimony, the terms used by a speaker are used instead of sticking to the LGBTQQ term, in order to preserve the content of the speaker's testimony.

LGBTQQ people face fear and hatred from other individuals, in institutions, and in the community, based on their sexual and gender identities. Rather than just describing this as "homophobia", the organizers of this public hearing and report ~~has~~ have chosen to refer to these oppressions as homophobia, ~~and~~ biphobia, heterosexism, and transphobia.

Sincere effort has been made to use the appropriate gender pronouns to refer to speakers and other participants. Where a person has explicitly stated that they prefer a certain gender pronoun, or none at all, that has been reflected in the record. In cases where this is not stated explicitly, mistakes may have been made based on assumptions still existing as we try to unlearn transphobia. Please accept the sincerest apologies and inform us of any changes for subsequent printings of the report. In some cases, the pronoun "she" is used as the universal pronoun to challenge the sexist English-language tradition of using masculine pronouns as the universal pronouns.

After discussions with many young people and youth service providers and agencies throughout the City, the organizers of the public hearing defined "youth" as

25 years old and younger. Because some LGBTQQ people may not question their sexual and gender identity until adolescents or later, LGBTQQ people may not encounter some of the issues that face youth until their early twenties. Keeping this in mind, the organizers nonetheless wanted to ensure that the hearing would be "youth-focused"; hence, efforts were made to ensure that youth under 18 and youth under 21 were not alienated or excluded by the inclusion of young people up to 25.

The Human Rights Commission and the Youth Commission gave this project priority by holding the public hearing and provided the oversight policy decisions to ensure proper balance and representation. The Youth Commissioners participating and present at the hearing were: Jesse Costello-Good (Co-Chair), Kent Khounsombath (Co-chair), Maritza Marshall, and Sarah Spoon. The Human Rights Commissioners participating and present at the hearing were: Martha Knutzen (Chairperson), Marivic Bamba, Youn-Cha Shin Chey, Agar Jaicks, German Martinez, Comer Marshall, Antonio Salazar-Hobson, Ghada Saliba-Malouf, Rhonda Rochon, and Melecio Santos.

Staff members of the Human Rights Commission's Lesbian Gay Bisexual Transgender and HIV Unit -- Representatives Brian Cheu and Cynthia Goldstein, and Coordinator Larry Brinkin -- performed and coordinated the tasks required of putting together the public hearing. Representative Cheu coordinated YTF and LGBTAC members who participated in the formulating, advertising, and coordinating the public hearing; identifying, contacting, meeting with and notifying individuals, organizations, City officials, agencies, the School District, and the media; collecting and evaluating information and testimony; reviewing and commenting on successive drafts of this report and the findings and recommendations. Representative Goldstein coordinated volunteer participation in the directing and holding of the public hearing. Coordinator Brinkin provided staff management oversight to ~~continuous input and lent a hand in almost every aspect of the~~ the hearing and this report. Director Marivic Bamba, former Director Ed Lee, and former interim Director ~~Assistant Director~~ Frank Anderson provided valuable leadership and support to the hearing and the report. Interns Yong Lee and Lisa Noshay-Petro also assisted with many aspects of the hearing.

Community members of the Youth Task Force involved with the planning of the hearing included ~~were~~: Deja Dior, Robin Haaland, Dennis Isner, Kent Khounsombath, Ken Bukowski, Doug Au, Dori Ehrlich, Mitch Thompson, Meredith Broome, Jesse Costello-Good, Crystal Jang, Chris Young, Lynn Sykes, Karen Golinski, Dean Goodwin, Oren Slozberg, Scott Ziehm, Gordon Elkins, Justin Louie, Mara Rosen, Hasan Shafquillah, Vitaly, Mark Rhoades, and [...]. LGBTAC members of the Youth Task Force involved with the planning of the hearing were: Rachel Bernstein, William Bland, Quang Dang, Edd Dundas, Eddie Kaufman, Agair Jaicks, Martha Knutzen, Shadow Morton, Gloria Soliz, Howard Kwong, Rachel Timoner, and [...]. Special acknowledgment is due to committee members Eddie Kaufman and Rachel Bernstein for their hard work and diligence throughout the process: drafting goals and objectives, preliminary policy recommendations, and convening more than one person's share of subcommittee meetings; and to LGBTAC member Rachel Timoner and intern Lisa Noshay-Petro for

planning the speaker's trainings for youth. Special thanks also to the Hastings law students whose hard work ensured the timely drafting and editing of the findings and recommendations: Robin Haaland, Hasan Shafqullah, Vitaly, Mara Rosen, Chris Lee(?), and **[...]**; and to Mae Chu (court reporter).

Other people who have been instrumental to making the public hearing and this report possible are: **[...]** Reproduction bureau, John Taylor, Ford donors, Beth Murray [...]

Special acknowledgment is due to present and former members of the LGBTAC whose commitment and participation in the public hearing ~~was~~ were integral to its success: Virginia Benavidez, Rachel Bernstein, William Bland, Ahimsa Bodhrán, Robert Bray, Vince Crisostomo, Quang Dang, Lani Ka'ahumanu, Eddie Kaufman, Howard Kwong, Yolanda Lewis, Rosa Lizarde, Randy Miller, Adele Morrison, Shadow Morton, Laura Perez, Terry Person, Wally Sherwood, Rachel Timoner, Kiki Whitlock, and **[...]**

Particular recognition goes to all the young people who testified at the hearing, those that chose to remain anonymous, and those who could not attend because of personal situations.

Part II

> *It is necessary to teach by living and speaking those truths which we believe and know beyond understanding. Because in this way alone we can survive, by taking part in a process of life that is creative and continuing, that is growth /* ***Audre Lorde, The Transformation of Silence into Language and Action 1977***

Audre Lorde spoke these words 20 years ago. That's enough time for an entire generation of transgender bisexual lesbian gay queer and questioning youth to be born, to grow, to articulate the contours of their existence, to create and find identities, and for some of these young lives, to end.

What is the story of these lives? How do they fit together? Where is the record of events that chronicle them?

Any attempt to write the history of lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ) youth will be incomplete. The good work of a group of LGBTQQ youth activists might make it into the pages of a local newspaper, but where can we read about a 13-year old who decides one morning to try on a sibling's suit and tie rather than a skirt and blouse? The history of LGBTQQ youth cannot be captured in a textbook or a documentary, but rather it is spun by daily acts of self-discovery and resistance. The challenge then is to identify and eradicate the obstacles that confront LGBTQQ youth as they struggle to determine who they are and come into their own.

Self-discovery is an important step in the continued survival and growth of LGBTQQ youth. Even before a young person may start to question her sexual and/or gender identity, she is bombarded by messages of heterosexism, transphobia, biphobia, and homophobia. These messages are imbedded within families, schools, peers, movies, music, television, books, newspapers, public figures, and churches. Learning to feel ashamed, isolated, and fearful can prevent a young LGBTQQ person from discovering who she is and may lead to depression, suicide, substance abuse, and low confidence. LGBTQQ youth need to feel safe, feel supported, and to know they are not alone.

For many LGBTQQ youth, self-discovery is a journey that begins with simple survival--a commodity taken for granted by many of us who have more comfortable living situations. LGBTQQ youth have been thrown out of their homes, made fun of and beaten up in schools, and subjected to cruel psychiatric abuse because of their sexual and gender identities. A homeless LGBTQQ youth needs to worry about where she will spend the night, when she will eat again, and whether she will need to sell her body for survival.

Even in "lesbian and gay sensitive" spaces, a young person who is bisexual or transgender may be told that they are confused, going through a phase, or that they don't belong. That young person may end up feeling even more isolated than before, or they might try to fit themselves into an acceptable lesbian or gay label, thereby also foregoing self-discovery.

On top of all this, some LGBTQQ youth have to face many other biases that compound with the ones mentioned above. Youth of color face racism within the LGBTQQ community and may feel like they have to choose between their racial/ethnic identity and their sexual/gender identity. Young women continue to fight against sexism. LGBTQQ youth who don't speak English face a near vacuum of language-appropriate resources and services. Disabled young people may find that existing resources are inaccessible. LGBTQQ youth from families with low socioeconomic status may find it hard to engage in activities and events that require money.

Many LGBTQQ youth have not only overcome the many obstacles to self-discovery, but once coming into their own, they have realized that they are not alone--so they search ~~out for~~ out for others like themselves. LGBTQQ youth have succeeded in reaching out to others like them and ~~to~~ in helping one another through the hard times.

On September 26, 1996, at this historic public hearing, LGBTQQ youth came together to speak out about enduring the hard times, coming out to themselves and others, fighting to survive, and trying to create communities where they are taken seriously and can grow. The words of these youth and the unspoken, undocumented acts of countless others like them testify to the continued efforts of LGBTQQ youth to articulate their existence and create their lives.

Three years ago, transgender activists spoke out for the City to investigate the discrimination that they face. Their powerful words echo the demands articulated by LGBTQQ youth today to:

> *Call for an end to excessive pain and suffering, to restore lost dignity, to demand the basic respect accorded to every human being in a civilized society. We are calling for an end to hatred, to abuse, to disrespect. We are calling for the right to define ourselves to say for ourselves who we are. And we are calling for the end of persecution, be it based on fear, ignorance, or bigotry. We are asking to be recognized because we exist. We are reclaiming our past, and we intend to have a future /* ***Jamison Green, Investigation into Discrimination Against Transgendered People, 1994***

SUMMARY

From May 1995 to early 1996, the Youth Task Force ~~subcommittee~~ (YTF) of the (LGBTAC) met monthly to define what its focus would be, develop a working relationship between LGBTAC members and community members, and begin work on specific issues facing LGBTQQ youth. The YTF chose four major substantive areas: Legal Issues, Mental Health, Places to Hang Out, and the San Francisco Unified School District. In addition, the YTF investigated a youth curfew proposal and worked in collaboration with LYRIC to produce a resource guide.

San Francisco
L — G —
B — T —
A — C.

Past and present LGBTAC members involved with the Youth Task Force during this period included: Jeanette Lazam, William Bland, Vince Crisostomo, Quang H. Dang, Timothy Höring, Eddie Kaufman, Shadow Morton, Gloria Soliz, Kiki Whitlock, and Rachel Timoner. (alphabetize)

Community members participating during this period included: Tamara Ching, Camille Moran, Roderick Santonil, Lulu Chou, Kent Khounsombath, Jennifer, Anne Mattis, Laura Murphy, Hung Nguyen, Shannon Minter, Brian Sharber, Zoevonda Sutton, Rick Aguirre, Brad Jensen, Marjon Kashani, Chandra Andrews, Francisco Barragan, Michael Baxter, Lori Guidos, Howard Kwong, Dane Manning, Kelly O'Neill, Sandra Ruiz, Noel Talens, Cheryl Deaner, Gordon Elkins, Maria Fadli, Crystal Jang, Oren Slozberg, Meredith Broome, Ken Bukowski, Ruth Hughes, Karen Jones-Mason, Nancy Presson, Christopher A., Ellis Avery, Mitch Thompson, Chrisopher Y., Scott Ziehm, Doug Au, B.J. Douglas, and [...] (alphabetize)

The HRC staff member assigned to work with the Youth Task Force was Brian Cheu, and staff members Larry Brinkin, Cynthia Goldstein, Gail Roberts, and interns Robert Greeley, Larry Boylan, and Dennis Hanna also participated during this period. (alpha)

In 1996, having seen the breadth and depth of issues facing LGBTQQ youth, the YTF agreed to recommend that the HRC convene a public hearing for queer youth, inspired by the 1994 Public Hearing, "Investigation into Discrimination Against Transgendered People." In July 1996, the Human Rights Commission approved a recommendation by the YTF and the LGBTAC to hold a hearing on September 26, 1996. Shortly thereafter, the Youth Commission agreed to co-sponsor the public hearing. [~~This date was one month earlier than originally planned, because the YTF and the LGBTAC decided it would be more advantageous to have the hearing precede the San Francisco Children and Youth Summit (October 5, 6, 1996) to ensure that LGBTQQ youth issues would not take a backseat at the Summit.~~]

The public hearing, held September 26, 1996 ~~at~~ from 4:30 p.m. to 10:00 p.m. in the Board of Supervisors Chambers, was attended by Youth Commissioners Costello-Good (Co-Chair), Khounsombath (Co-chair), Marshall, and Spoon, and Human Rights Commissioners Knutzen (Chairperson), Bamba, Chey, Jaicks, Martinez, Marshall, Salazar-Hobson, Saliba-Malouf, Rochon, and Santos, ~~Commission Assistant~~ Interim HRC Director

Frank Anderson, Dean Goodwin and Jonnie Robinson representing the Office of Mayor Willie Brown, Supervisor Tom Ammiano, Supervisor Leal, Supervisor Michael Yaki, and Crystal Weston representing Supervisor Leslie Katz. The hearing was the first ever public hearings on LGBTQQ youth in San Francisco. It may have been one of the first times in the country that young LGBTQQ people have testified on their own behalf in such a public government-sponsored forum. The purpose of the hearing was to hear testimony from LGBTQQ youth under 25 and to assess the availability and effectiveness of services for LGBTQQ youth in schools; family, housing, and shelters; health services; youth services; and the juvenile justice system.

The public hearing was organized into eight sections:

1. Introduction and Overview-- in which the City officials were recognized and the attendees welcomed and acknowledged. Commissioner Knutzen (chair) welcomed everyone to the historic hearing. All the Human Rights and Youth Commissioners introduced themselves.

Commissioner Knutzen noted that the Mayor's office is holding a Youth Summit on October 5 and 6, 1996 to establish the needs of and set the policy for all the youth in San Francisco. She thanked Commissioner Saliba-Malouf for serving on the steering committee of the Youth Summit and agreeing to take the testimony and recommendations from this public hearing to the Summit.

Commissioner Knutzen thanked all the people who participated in the organization of the hearing and the staff of the Lesbian, Gay, Bisexual, Transgender, and HIV Unit of the Human Rights Commission--~~coordinator~~ Larry Brinkin, Cynthia Goldstein, and Brian Cheu. She especially thanked Mr. Cheu for his hard work through months of committee and subcommittee meetings resulting in tonight's testimony. Commissioner Knutzen also thanked Vice-Chair Commissioner Jaicks and Jonnie Robinson, special assistant to the Mayor.

Commissioner Knutzen dedicated the hearings to the memory of young people who did not make it out of their childhood because of the abuse they received due to their sexual orientation or gender identity.

Commissioner Costello-Good, Secretary of the Youth Commission and co-chair of this hearing, gave introductory remarks regarding the history of gay rights activism in San Francisco over the past 20 years, which has failed to recognize the achievements and struggles of queer youth. He pointed out that current hot topics in gay rights like marriage, the military, and job discrimination are primarily geared to adults over 18. Queer youth do not jump into existence at age 18. Queer youth face harassment, discrimination in schools, have a three times higher suicide rate, get kicked out of their homes for being honest, and the older gay community can't serve gay youth without being labeled child molesters. Commissioner Costello-Good called for discussion about ways for San Francisco to change to better serve LGBTQQ youth.

Commissioner Khounsombath, Treasurer of the Youth Commission and co-chair of this hearing, thanked everyone who made it to the hearing, and gave a special thanks to Supervisors Ammiano and Yaki for showing their support to gay youth. He described the hearing as an opportunity for San Francisco youth to say what they have to say, about their lives, their struggles, and coming out, and issues pertaining to culture, race, background, class, gender.

Commissioner Khounsombath dedicated the hearing to his good friend Adam who is 14 years old and in the hospital from trying to commit suicide last week. He also gave tribute to all those who could not be at the hearing because they are literally no longer here--the road being too hard and the pressures of society too much for them to bear alone.

Supervisors Yaki and Ammiano were introduced and addressed the hearing. Legislative Aide Weston spoke on behalf of Supervisor Katz. Bill Ambrunn was introduced as representing Supervisor Leal, who later came to attend the hearing.

2. Youth Speaking for Themselves-- in which 24 self-identified LGBTQQ youth ages 13-25 testified about their experiences as young people coming out or living as LGBTQQ youth. Some of the speakers spoke positively about resources and services they used to overcome the harsh discrimination and harassment they have faced in schools, housing programs, health services, youth services, and the juvenile justice system. Many speakers expressed the great levels of need that LGBTQQ youth are in. Some speakers are hopeless that anything can change because some situations are so bad, while others offered concrete recommendations.

3. Youth and the Schools--in which 10 speakers testified about existing and needed services for students in the San Francisco Unified School District. Testimony came from school officials, teachers, parents, and community members.

4. Family, Housing, and Shelter-- in which 8 speakers testified about services available and needed for LGBTQQ youth who are homeless. Testimony came from representatives of the Department of Human Services, the Alternative Family Project, the Larkin Street Youth Center, Hospital House Youth Program, Street Survival Project, Bobbie's Love and Care Rainbow Group Home, and community members.

5. Youth and Health-- in which 8 speakers testified about health services available and needed for LGBTQQ youth. Testimony came from representatives of the Department of Public Health, National Center for Lesbian Rights, Center for Special Problems, the Chances for Youth Collaborative, Living Well Project, Walden House, Bay Positives, the Wedge Program, and an individual therapist.

6. Youth Services-- in which 8 speakers testified about youth services available and needed for LGBTQQ youth. Testimony came from representatives of the Mayor's Office for Children, Youth, and Family; the Department of Recreation and

Parks, Queer Youth Job Training Collaborative, LYRIC, Beacons Center, the YMCA, the Asian AIDS Project, and LYFE.

7. The Juvenile Justice System-- in which 5 speakers testified about services available and needed for LGBTQQ youth in the juvenile justice system. Testimony came from representatives of the police department, Juvenile Probation, Juvenile Hall, and Special Programs for Youth,

8. Public Comment-- in which 4 speakers testified about the needs of young people that were not addressed by the hearing. The needs of homeless youth, transgender youth, and young adults in recovery were were articulated by these speakers. In this report, the testimonies of these speakers have been summarized into the subject area section they are related to.

Based upon evidence so gathered, the Commission announced its findings and recommendations on December 12, 1996. The 96 findings and 116 recommendations can be found in Chapter 4 of this report.

YOUTH SPEAKING FOR THEMSELVES

Gina De Vries

Gina is a 13-year old lesbian who attends eighth grade at a small Catholic elementary school in San Francisco. Ms. De Vries reports that students are underserved in both public and private schools and that gay, lesbian, bisexual, transgender and questioning youths are physically and emotionally abused by their peers.

Ms. De Vries recommends that class discussions include queer youth issues. Teachers should be sensitive and supportive to the needs of queer youth. Schools government, and the community must respond to the needs of queer youth.

Wilson Fang

Mr. Fang is a facilitator for the young men's group at LYRIC (Lavender Youth Recreation and Information Center) and a volunteer for the Golden Gate Youth Services LYFE program. Mr. Fang stated that he is proud to live in San Francisco because of the way it includes its diverse members into a family. However, the City has failed to meet the needs of queer youth. Medical care remains inaccessible to many queer youth, especially those that belong to lower income groups, the unemployed, and those that have been cut off from their families.

Mental health services, including counseling and medication are also needed to help queer youth deal with emotional hurdles they might face. The City should also launch a campaign to let young people know these services are available.

Chandra Andrews

Ms. Andrews is the assistant director of the outreach program at Street Survival Project, a project for the Center for Young Women's Development. Ms. Andrews was forced to move out of her home when she was 16 years old, one year after coming out to her family and friends. In order to get an apartment contract, Ms. Andrews had to get a job and get legally emancipated.

Ms. Andrews stresses the importance for young people to have options so they can take care of themselves if they are kicked out of their homes for coming out.

David Lopez

Mr. Lopez called for an end to silence and ignorance; challenging the community to replace homophobia and intolerance with education. He calls on youth service programs to strengthen the self-esteem and self-worth of queer youth.

Adriana San Pedro

Ms. San Pedro is a lesbian ~~that~~ who has been involved with the juvenile justice system. When she has been locked up in Juvenile Hall, she has experienced discrimination by other people locked up and by staff. She states that she was never given a roommate because she is a lesbian. Special showering arrangements were made to prevent her from showering with the other girls.

Ms. San Pedro doesn't believe that things are going to change. The juvenile system doesn't care about youth in general, let alone queer youth. She feels hopeless about the whole thing.

Vitaly

Vitaly is 24-years old and identifies both as a queer youth and as a queer adult. He has witnessed discrimination and abuse against lesbian, gay, bisexual, transgender, and questioning youth in schools, shelters, Youth Guidance Center, and in their own homes. In order for any plan of action to survive in the long run, there needs to be systemic change in people's attitudes.

Mark Rhoades

Mr. Rhoades is the president of the Gay Lesbian Club at City College and the student on the Council of City College. Mr. Rhoades would like to see more lesbian and gay scholarships, and more money allocated for gay and lesbian activities, counselors, and teachers.

Alexander D. Sarmiento

Mr. Sarmiento is 14 years old, identifies as a queer youth, and attends International Studies Academy. Mr. Sarmiento reports he has been continuously teased and harassed since coming out about his sexual identity. He has also experienced problems at home, particularly when his family uses the Bible to condemn him for being gay. He suffered a major depression due to the responses of his family and was in a hospital for four weeks, where he made more understanding friends.

Mr. Sarmiento hopes that people can accept one another whether they are gay, straight, bi, trans, or whatever, because he is proud of who he is and thinks everyone should be.

Hillary Brown

Hillary Brown, 21 years old, is a transgender male to female lesbian. She came out to her parents when she was 6 years old and to her friends when she was 19 years old. Many of her friends do not accept her, so she spends a lot of time at home. The only places she goes to ~~is~~ are LYRIC and the Brothers Network.

Brett Van

Brett Van is an HIV-positive young adult in recovery. The needs of young adults are special and distinct from those of adolescents and adults. Young adults often lack the education, vocation, and independent life skills that adults have because they have lost time in the swirling maelstrom of drug use.

Mr. Van recommends, on behalf of various young adults from several recovery programs and independent living programs, the building of a single young adult recovery program with three phases: (1) a 90-day program for recovery; (2) a 90-day program of vocational and educational rehabilitation; and (3) a six-month program of assisted living and housing support.

Mr. Van suggests that Baker Place; Walden House, Inc.; Larkin Street Youth Center; and Bay Positives work together to back a young adult house run by a steering committee, and staffed by young adults who are in recovery, that young adults can relate to.

Chris Young

Chris Young is 16 years old and attends Lowell High School. Mr. Young reports that his health teacher demonstrated ignorance when teaching about homosexuality, making him feel bashed rather than educated. He thinks the schools need to ~~better~~ improve education in the schools so he doesn't have to be scared of being bashed or called derogatory terms in the hallway.

Mr. Young has been to different organizations in San Francisco for queer youth. He has been involved with LYRIC and AQU25A (Asian Queers Under 25 Altogether). Other than these two organizations, many in the City are run from the perspective of some larger organizations, often focusing on HIV, and are not really just for youth in the community.

Mona Forde

Mona Forde is an openly queer senior at George Washington High School in the Richmond District. She considers herself very lucky. Her school has a gay/straight alliance, a peer resource center with a queer awareness team, and teachers that are openly gay and make themselves available and visible to students.

Ms. Forde is also a volunteer at LYRIC and has an internship at Drama Divas. She considers herself lucky to have a "protective queer bubble" that allows her to feel confident. She knows that not everybody has the resources and opportunities she does, but she feels they should. Her positive experiences shouldn't be just because she has been lucky--others should be as fortunate, and the first step is more resources in the schools.

Ahimsa Timoteo Bodhran

Ahimsa Timoteo Bodhran identifies as a 22 year old Spanish, Arab-African, German Jew and Irish Catholic. He testified as a rape survivor.

He has encountered many barriers in accessing services. There is a silence on ~~this subject~~ the subject of rape in the LGBTQQ community, due to institutionalized oppression and shame. Bisexual people often have difficulty receiving services from the queer community, especially if they are in an opposite gender relationship.

He stated there is a problem with being a young man accessing services because men are automatically considered perpetrators, and there is a tremendous focus on heterosexual non-transgender white women within domestic violence agencies.

There are also issues around ageism and colorism.

Yvette Robles

Yvette Robles is 24-years old and works at the Tenderloin AIDS Resource Center. She grew up thinking she was a girl, but people pointed out to her that she

was a boy and should act like one. She was mentally and physically abused by her stepmother because of how she acted and felt.

Ms. Robles moved out on her own when she was 18, and started coming out with her feminine feelings. She was told that she was a gay man. She went along with this because there seemed to be no other choice, but she was dissatisfied.

It was during this time that she started using drugs and prostitution, learning at first that this was the life of a transgender girl. It wasn't until she met a transgender woman who was doing outreach work, that she got off the streets, went into counseling, and started doing outreach work of her own to support herself.

Transgender youth need acceptance, jobs, and safe, nonjudgmental places to go for support groups, one-on-one counseling, housing, and medical care.

Hakeem Oseni

Mr. Oseni testified about his journey from Zimbabwe to San Francisco. His journey as a young queer man led him to volunteering at Q Action, the young men's program at the Stop AIDS Project. He was drawn to this group because of their focus on young men of color and because it provides an opportunity for him and his peers to discuss safe sex and reinforce their safe sex practices.

Mr. Oseni presented some statistics regarding HIV in San Francisco:

Forty-two percent of gay and bisexual men in San Francisco are estimated to be HIV positive.

The City Health Department estimates that 41 percent of Caucasian gay/bi men, 55 percent of African-American gay/bi men, 43 percent of Latino gay/bi men, 35 percent of Asian Pacific Islander gay/bi men, and 50 percent of Native American gay/bi men are infected with HIV in the City.

A recent Health Department study found the virus in more than 12 percent of youth 17 to 22 years old.

The Health Department estimates that a thousand people will be infected with HIV in 1996. Of those, 650 will be gay/bi men. And of those 650 infections, more than half will be gay/bi men under the age of 26. Thirty-three percent of men under 23 report having unprotected anal sex within a year.

Mr. Oseni testified that work at Q Action and Stop AIDS Project has helped to decrease these statistics. Queer youth of color face many issues with coming out, self-esteem, drug use, and alcohol use. From organizations like Q Action, Mr. Oseni has gained a feeling of power that youth can change their community, foster a community, and work to save their community.

Joseph Gentry

Joseph Gentry is a youth of 19 years with HIV. He testified that he is afraid of talking to people who control his life. He has lived in a substandard hotel through a Larkin Street program for nine months. The fire alarm in his room doesn't work. There is no bathroom. All youth, especially queer youth of color, need rights, role models, and choices.

Gretchen Atwood

Gretchen Atwood is 25 years old and identifies as transgender. Gretchen testified about personal experiences, volunteer experiences with career and youth agencies in San Francisco, and offered specific recommendations for the City to make San Francisco a safer and happier place for queer youth.

Gretchen uses men's restrooms and women's restrooms. Gretchen has been stared at, laughed at, and yelled at in women's bathrooms.

Gretchen has also been shown the door many times at job interviews. Gretchen recognizes she is lucky compared to others because she is white, middle class, and has Stanford University on her resume, but job offers have been slow because of Gretchen's gender identity and appearance.

As a volunteer listener on the LYRIC Youth Talk Line (which offers services to gay, lesbian, bisexual, transgender and questioning callers 23 and under), Gretchen has answered around 200 to 250 calls, about 35-40 percent of which have been about gender issues. Callers talk about feeling isolation, lack of support from family, lack of support from the school system, and lack of support from the community. Unemployment and homelessness were also brought up often.

As a volunteer speaker on the CUAV (Communities United Against Violence) Speaker's Bureau, Gretchen has spoken to roughly 15-20 classes in the School District. Gretchen was told not to bring up the words bisexual or transgender in the classrooms because the issues would confuse students.

Gretchen also found on one occasion that the gay/lesbian liaison at one school could barely say the word homosexual. These people need to be educated so they are knowledgeable on bisexuality and transgender issues, not just gay and lesbian ones. Further Gretchen feels that a "sensitive" straight person is not an adequate substitute for having a queer person for students to talk to.

Gretchen urges youth agencies to pay attention to the issues pertinent to transgender youth.

Doug Au

Doug Au runs the AQU25A program, which is an Asian-Pacific Islander queer and questioning youth group.

Mr. Au feels that the community needs to reach out to a lot of other communities for people who cannot come out because of their social economic backgrounds, language barriers, who aren't in programs, who aren't in schools.

Mr. Au states that more money is needed for programs, especially effective programs that empower youth, give them an opportunity to stand up and speak.

Delphine Brodie

Delphine is a bi dyke and triage transsexual woman. She testified that there are hundreds of other young transsexual women like her in the city. She is economically marginalized and has no choice but to work in the sex industry and live in the worst kind of poverty.

The jobs and housing markets have not made room for transgender people. Because there are no affirmative action programs for transgender people, she is forced to stay in the closet, pre transition, and keep dead end jobs or work in the sex industry or be tokenized as an out transgender.

Living as a woman for two and a half years, she, like other transgender people, has experienced harassment, assault, and refusal of treatment by law enforcement, health care, and other kinds of agencies that are supposed to help in the City.

Jaron Kanegson

Jaron is 25 years old and transgender identified, not identifying specifically as male. Employment issues are extremely important, not just for gay and lesbian youth, but especially for those who dress themselves in non-traditional gender presentations, including trans youth and transsexual youth.

Jaron brought up the issue of legalizing sex work. When trans women have to work hard to support themselves, they are harassed and arrested by police. The fines for first offenses are at least three hundred dollars, which just forces people into more hours on the street.

Many trans youth and adults are without health care, and many lesbian and transgender women do not have checkups or seek out doctors because they don't know of any who are sensitive to their bodies.

Amy Paul

Amy Paul testified about her experiences with depression in junior high and high school, coming out in college where she found some support networks, and her struggle with homophobic Fundamentalist and born-again Christian family members.

Ms. Paul states that there needs to be more than just an informal network of people. When someone is kicked out of their home, they need a place to go. There has to be support, counseling, scholarships, and grants for people to finish their education. There has to be awareness that people are okay, and that you can have faith and be queer too.

Erick Tyson

Erick Tyson is a 19 year old native of San Francisco. Mr. Tyson wants the Commission and other officials in the City to listen to the stories of the young people in this hearing. These young people will be the next generation of San Francisco, and the City depends on them.

More needs to be done to help gay youth. Mr. Tyson feels that if it weren't for LYRIC and his supportive, loving family, he would have ended up another statistic.

Queer youth need more places to go and have a voice in the City.

Tulani

Tulani spoke about her own experiences as a gay young black woman. She noticed that the Mayor wasn't at the hearing.

Tulani does not believe there is any queer community. The Castro is not representative of all the differences of queer people. More services are needed for people of color and lesbians.

Kiky Solis

Kiky is 18 years old and bisexual. Kiky testified about the pain and depression that some LGBTQQ youth go through.

CHAPTER 2
INTRODUCTION TO THE PUBLIC HEARING

This Chapter describes the Commission's authority and motivation for conducting the public hearing.

Operating Authority

The Human Rights Commission held this public hearing and prepared this report under the jurisdiction of Chapter 12A of the San Francisco Administrative Code, which reads, in part:

"The Commission shall have the power and duty to:

(a) Study, investigate, mediate and hold public hearings on community-wide problems arising in this City and County which may result in inter-group tensions or discrimination."

Objectives

The objectives of this public hearing were:

A. To learn about the experiences of LGBTQQ youth.
B. To assess the availability and effectiveness of services and resources for LGBTQQ youth in the school district; in families, housing programs, and shelter programs; in health services; in youth services; and in the juvenile justice system.
C. To prepare findings, documenting the results of the public hearing.
D. To propose appropriate recommendations to better serve LGBTQQ youth and to address their needs and issues.
E. To assist in the implementation of the recommendations proposed.

A History of the Hearing

Upon recommendation by the Lesbian Gay Bisexual Transgender Advisory Committee (LGBTAC), the Human Rights Commission determined that a public hearing was necessary to investigate the needs of lesbian, gay, bisexual, transgender, queer, and questioning youth in San Francisco, and that a report of the hearing with findings and recommendations would be issued. The Youth Commission accepted the Human Rights Commission's invitation to co-sponsor the hearing. The Human Rights Commission directed staff and the advisory committees to perform logistics for the hearing.

The Commission's Youth Task Force (a sub-group of the LGBTAC) held a series of planning meetings to decide the main areas of interest and need for which

testimony should be solicited. It was agreed upon that LGBTQQ youth should be prioritized by speaking first at the hearing.

Testimony was to follow from the five main focus areas: youth and the schools; family, housing, and shelter; youth and health; youth services; and juvenile justice. These five areas are meant to help organize the needs and issues of LGBTQQ youth, as discovered during preliminary research and surveys of LGBTQQ youth in San Francisco. Many of the needs of an individual LGBTQQ young person will overlap among the five areas.

The Commission sent letters to ...[...]

Publicity for the hearing consisted of ...[...]

Staff prepared press packets and information packets... [...]

The public hearing was held in the Board of Supervisors' Chambers in San Francisco's Interim City Hall from 4:30 to 9:00 p.m. on Thursday, September 26, 1996. The testimony of the public hearing came from LGBTQQ youth, school officials, community members, service providers, and agency and department officials. Speakers were given two minutes to make their presentations. Questions by Commissioners were allowed after each presentation. On September 26, sixty-seven (67) scheduled speakers and three (3) additional speakers spoke. Written testimony was submitted by [----] individuals.

PUBLIC TESTIMONY - ORAL
YOUTH AND THE SCHOOLS

Steve Phillips
President, San Francisco Board of Education

Mr. Phillips provided a summary of some of the current efforts of the school district to be pro-active, friendly, and open and supportive to lesbian, gay, and bisexual youth. Particularly, he cited the leadership of Tom Ammiano when he was on the school board of putting into place counseling programs and opening up the district to community speakers from organizations like CUAV (Communities United Against Violence).

The naming of the Harvey Milk school is another sign of progress.

Mr. Phillips stated that the issues of lesbian, gay, and bisexual youth are an important priority for the community. This is an issue of morality, not just political correctness or policy. Our society needs to define itself to be inclusive and supportive of all people.

To this end, coalitions need to be built to change institutions. The steps that have been taken have not come without opposition. There is still insecurity and apprehension, so we need to start reiterating these positions within ourselves.

In response to a question from Commissioner Salazar-Hobson, Mr. Phillips stated that the opposition faced in doing this work requires changing the attitudes of people. In that respect, it is important to work together to educated the public to reduce fear and reaction, and with talk radio and newspaper that are attacking ~~our~~ the school Board's efforts.

In response to a question from Commissioner Jaicks, Mr. Phillips agreed that implementation is a major problem. Mr. Phillips stated that staff and professional development is the key to overcoming uneven implementation and enforcement from school to school. The School District has started using films in elementary schools as a staff development piece. The goal is to create a critical mass of people who are supportive and can educate others who have not been trained.

Dr. Joyce Fetro,
Supervisor of School Health Programs
Speaking on behalf of Superintendent Rojas

Dr. Fetro was proud in saying that the San Francisco Unified School District is a leader in providing support services for gay, lesbian, bisexual, and transgender youth.

The District's six-year program is the first comprehensive program in the country committed to recognizing and supporting the unique needs of these LGBTQQ youth and supporting young people living in gay and lesbian families.

Gay and lesbian, bisexual, and transgender youths are at high risk for low self-esteem, substance abuse, suicide, and other health risks. They often feel excluded in the classroom and in school communities.

The District's program is a comprehensive approach which begins with developmentally appropriate lessons within a District-adopted health education

curriculum, addressing family diversity, name-calling, homophobia, and sexual harassment.

In every middle and high school, there is a designated staff person to serve as safe adults for young people questioning their sexual identity. Licensed counselors are also available to all youths and families.

In some high schools, support groups offer students an opportunity to discuss issues, concerns, and fears.

In response to a question from Commissioner Chey, Dr. Fetro agreed that there is a strong need to provide resources for limited English proficient youths. They have started getting materials translated into Spanish and Cantonese, and will start working with the few bilingual counselors in the District.

Dr. Fetro agreed with Commissioner Chey that there is a shortage of services in many languages. Koreans, for example, do not speak Chinese, so Chinese counselors will not help them out. She agreed to work with Commissioner Chey to seek help from community-based organizations.

In response to a question from Commissioner Saliba-Malouf, Dr. Fetro explained that after school hours professional development is not mandated, but there are district-wide professional development days where all staff is on-site. Thus, on seven days during the school year, there is a forum to meet with all staff. Dr. Fetro did not mention how much of that time has been devoted to LGBTQQ youth issues.

Dr. Fetro was not able to respond to Commissioner Saliba-Malouf's follow-up question about the percentage of teachers that participate in these programs. The current focus is on teachers delivering health education curriculum.

In response to a comment and question from Commissioner Martinez, Dr. Fetro agreed that the youths that spoke at this hearing had powerful messages and any way that the District can use the youth to work with youths in the schools will enhance their program. There was no response regarding how the youths can become a part of implementing reforms to policies that are not working.

In response to comments and questions from Commissioner Salazar-Hobson, Dr. Fetro addressed questions of funding, the delay in getting around to translating materials, and the disparity in services among schools in the District. The District has about 1.2 FTE position whose primary focus is related to these issues. Safe adults in schools are paid a stipend, but the money is never adequate. It has been difficult to move forward with these programs when the District has lost a lot of funding from a variety of sources.

Dr. Fetro agrees that the District has not been able to meet the language diversity needs of students. The District needs to start working with the community, because internal staff are too far extended to be able to translate materials.

Regarding the disparity among schools in the District, Dr. Fetro states that the new focus will be on school administrators. Any good program requires the support of the administrators to survive.

Co-chair of the Hearing, Youth Commissioner Khounsombath requested that Dr. Fetro relay back to Superintendent Rojas that 1.2 FTE is completely inadequate to address the needs of LGBTQQ students in the entire San Francisco Unified School District.

Larry Alegre,
BANGLE: Bay Area Network of Gay and Lesbian Educators
GLUE: Gay and Lesbian Educators

Mr. Alegre has been a teacher for 12 years and recently came out at Cesar Chavez Elementary School where he is an administrator. Mr. Alegre states that attitudes are formed in elementary school, and that is where the program needs to start.

There must be more aggressive curriculum training for teachers at all levels, especially elementary school. There must be mandated sensitivity training for teachers, administrators, and parents. There must be more gay and lesbian resource people for the District.

Kevin Gogin
Director, Support Services for Sexual Minority Youth of the SFUSD
Crystal Jang
Assistant Director, Support Services for Sexual Minority Youth of the SFUSD

Mr. Gogin provided a summary of the current efforts of the Support Services program, a program that has become a national and international model:

There is currently a designated gay/lesbian sensitive adult position identified at each of the 22 middle schools and 20 high schools. These adults receive ongoing training, and deliver all health-related services, implement the District's anti-slur policy, assure that District-approved curriculum is being taught, post signs and posters that are printed in 5 languages, and be available to self-identified queer youth and their families.

Last year, all middle school principals received training. This year all 76 elementary school principals will receive an in-service.

Mr. Gogin indicated that the following Tuesday, over 250 teachers, administrators and counselors would attend a three-hour in-service which includes a screening of the film, "It's Elementary," talking about gay issues in the schools.

Mr. Gogin testified that there is bad news also. They are on the defensive from right wing political officials and groups daily who wish to deny basic rights to queer youth.

Students still feel unsafe on school sites. Stereotypes and discrimination still exist and are expressed publicly.

In response to a question from Commissioner Jaicks, Mr. Gogin stated there was no clear answer to how to deal with teachers that don't carry out the programs. They have gone to site administrators, confronted the teacher directly, but that's all they can do. Mandated training is the only instrument the Support Services office has. Mr. Gogin stated that he could not respond as to whether the District has a policy towards the teacher that doesn't carry out instruction; Mr. Gogin deferred to somebody from the Union or an administrator to answer the question.

In response to a question from Commissioner Salazar-Hobson, Ms. Jang provided a wish list for what needs to be done. She wants a mandated policy, that all administrators, including the Board of Education, must be trained. All principals, vice principals, counselors, and teachers in the district must be trained.

Ms. Jang asked for more staff, especially translators. She has worked with friends, teachers, and community organizations to ask for the favor of translations, but that should be instituted within the system.

Mr. Gogin stated that there is a need for visuals that respect and show the diversity of lesbian, gay, bisexual, and transgender people and families.

Tom Henning
Teacher, Thurgood Marshal Academic High School
Mentor, Board Member, LYFE program

Mr. Henning testified that the two main obstacles to progress in the District are parents who are ignorant or scared about homosexuality, and a school district that is unwilling to educate them while resisting their prejudices. The District should not allow homophobic parents to intimidate school administrators and teachers. Until this is dealt with, sensitivity trainings, in-services, and added resources will be of little use.

Mr. Henning offers two recommendations: (1) school administrators, schools themselves, school sites, administrators, and teachers should be evaluated on open and active support of gay, lesbian, bisexual, and transgender staff and students as part of their annual evaluation; (2) Parents of middle and high school students should be regularly taught about the facts of homosexuality.

Meyla Rewin,
Health Resource Specialist at SFUSD

Ms. Rewin testified that safety and comfort are necessities for students in schools. She hears a lot of students calling each other "fag, dyke, fairy" in the halls. Many teachers do not enforce the anti-slur policy that exists in the District. Teacher awareness and education is a priority in this area.

The Health and Schools teams at the middle school level, which include a health liaison, positive alternatives coordinator, and the gay/lesbian sensitive adult, provide a mechanism for working together in school-wide activities, events, and performances.

Ede Imeri,
PFLAG (Parents and Families of Lesbians and Gays) Parent

Ms. Imeri is the mother of a gay teenager. Ms. Imeri recounted her experience with the school district when her son attempted suicide four years ago. The Dean of Students at the school suggested that her son should transfer to another school. Gay/lesbian sensitive adults in the schools are not enough. The whole administration has to be informed. Ms. Imeri's son was mugged twice in the school that an earlier speaker had said they felt safe in.

Ms. Imeri stated that sensitivity trainings must be mandated.

In response to a question from Commissioner Salazar-Hobson, Ms. Imeri stated that each teacher signs a contract to educate students and keep the schools safe. That imposes on them an obligation that extends to her gay child, as well as to her five straight children.

Sheila Ortiz
PFLAG Parent

Ms. Ortiz is the mother of three children educated in the San Francisco public schools and has worked in the schools 15 years as a paraprofessional or a volunteer. Ms. Ortiz testified that her daughter came out as a lesbian in her sophomore year of high school. She received a lot of positive support and encouragement from family, friends, and school, and responded with openness, honesty, and hard work. Ms. Ortiz wishes this was the experience of all students that come out.

The drop-out rate and suicide rate of lesbian, gay, bisexual, and transgender youth is significantly higher than other youth. Programs to enhance counseling, art, music, and sports can help youth express themselves and feel a part of school. Awareness and sensitivity to difference must be an element of all school staff training.

Camomile de Quelquechose
Lesbian and Gay Parents Association

Mr. de Quelquechose is the father of a five-year-old daughter who just started kindergarten at Buena Vista East Elementary School. He expressed anger from listening to testimony of so many young people whose lives have been nearly ruined from homophobia.

Kids are taught homophobia. They are taught homophobia when one kid calls another a faggot, and teachers do nothing. They are taught it when no one in the classroom says anything, especially anything positive, about gay, lesbian, bisexual, and transgender people. They are taught homophobia when the history of famous people who are lesbian or gay omits any mention that they are gay or lesbian.

Mr. de Quelquechose is sick of the debate about whether the word "lesbian" or "gay" can be said in schools. There should be no debate about whether his daughter can talk about her family.

When other parents say there should be permission slips before a discussion on lesbian, gay, bisexual, transgender issues, that is telling students that being lesbian, gay, bisexual, or transgender, is a horrible thing.

The Lesbian and Gay Parents Association has been doing workshops in elementary schools for two years. They've produced a video and have an effective training. But they get no official support for their work. Even though they have a cooperative relationship with the Office of Support Services, there is no official District program to include these parents. They are frustrated by having to outreach to principals, often being rebuffed, when it should be the principals outreaching to them, as parents.

Mr. de Quelquechose submitted a video and transcript into written testimony.

In response to a question from Commissioner Jaicks, Mr. de Quelquechose stated that children also learn homophobia in churches, homes, movies, TV, and books. It is universal.

Marcus D'Maria Arana
Speakers Bureau Coordinator, Community United Against Violence

Mr. Arana explained that CUAV is an organization that goes into schools to talk about heterosexism and to demystify homosexuality. He read responses that students have given from these presentations. The responses indicated that for many students, the presentations showed them that LGBTQQ people are human beings. Some of the responses are also hateful, but that shows the work that must continue to fight heterosexism.

Mr. Arana testified about his work counseling suicidal youths. More than one-third of all youth suicides are queer and questioning youth. Over the past two weeks, Mr. Arana has counseled two youths who tried to hurt themselves. These two youths did not have a problem with being queer. It was how they were being treated by people around them.

Mr. Arana posed a series of questions that he wants answered: When will transgender people be allowed to speak from their experiences in the schools? Why was a CUAV presentation stopped by the principal at Burton school last semester? Why are they not speaking to sixth and seventh graders even though they are approved for grades 6-12? Why aren't all middle and high school health science teachers using CUAV? Why was CUAV only in 14 schools last year when there are 41 middle and high schools in the phone book? Why can't the School District make the jobs at the Office for Support Services for Sexual Minority Youth full-time positions?

PUBLIC TESTIMONY - WRITTEN
YOUTH AND THE SCHOOLS

Larry Alegre
Bay Area Network Gay/Lesbian Educators
Gay/Lesbian United Educators
Teacher/12 years/SFUSD/ Cesar Chavez Elementary School

Mr. Alegre submitted an outline of his recommendations:

(1) More aggressive mandated curriculum training for teachers of all levels (especially elementary schools) with continued follow-up sessions.
(2) More aggressive continued mandated sensitivity training for teachers/ administrators/ parents with continued follow-up sessions.
(3) At least 5 resource teachers in the School District specifically focusing on Gay/Lesbian/Bisexual/ transsexual/ transgender issues; they should have personal contact with the teachers.

Del Anderson
Chancellor, City College of San Francisco

Chancellor Anderson wrote a letter to express his support for the public hearing. He writes that this forum is long overdue. City College prides itself on being an institution of higher learning that welcomes all segments of our diverse community. The College established the first Gay/Lesbian Studies department in the country; the Bi/Gala student club is one of the most active on campus; and they have made a commitment to provide academically relevant and necessary student support services to serve the needs of LGBTQQ Youth.

Marcus de Maria Arana
Community United Against Violence

Mr. Arana submitted the text of his speech (see previous section). Appended to the speech is a summary of student evaluations of speakers.

From January 1 to June 30 1996, CUAV presented to 63 high school and middle school classes:

- On comfort level: 623 students felt very comfortable, 979 comfortable, 97 uncomfortable, 61 very uncomfortable.
- On changing feeling: 659 yes, 1047 no.
  Whether the presentation was helpful: 1540 yes, 124 no
- On overall speaker quality: 850 very good, 767 good, 144 fair, 11 poor, 10 very poor.

During this period, CUAV presentations were made in 16 different schools: Balboa (5 classes), Burbank (7), Burton (4), Downtown (2), Galileo (9), Giannini (1), Lick (4), Lincoln (14), Mann (7), Marshall (4), McAteer (2), Mission (7), Presidio (4), Wallenberg (4), Washington (9), and Woodside (2).

Camomile de Quelquechose

Lesbian and Gay Parents Association

Mr. de Quelquechose submitted the LGPA brochure, "Overcoming Homophobia in the Elementary Classroom," and the transcript and video of, "Both My Mom's Names are Judy" into evidence.

Gina De Vries

Ms. DeVries submitted the text of her speech (see Youth Speaking for Themselves).

Dr. Joyce V. Fetro
On behalf of Dr. Waldemar Rojas, Superintendent of Schools for the SFUSD

Dr. Fetro submitted the text of her speech (see previous section).

Kevin Gogin
Director, Support Services for Sexual Minority Youth of the SFUSD

Mr. Gogin submitted the text of his speech (see previous section).

Ede Imeri
Parents and Friends of Lesbians and Gays (PFLAG)

Ms. Imeri submitted the text of her speech (see previous section).

Crystal Jang
Assistant Director, Support Services for Sexual Minority Youth of the SFUSD

Ms. Jang submitted a wish list for the office of Support Services for Sexual Minority Youth:

(1) Funding for visuals and posters reflecting the diversity of our GLBT Youth of color.

(2) Funding for books in different languages addressing GLBT issues; and reflecting GLBT youth of color.

(3) Funding for peer counselors reflecting the diversity of GLBT youth.

(4) Funding for translation services for all our materials.

(5) Mandated trainings for all administrators, counselors, teachers, and staff.

(6) GLBT youth hearings in different communities with language translation.

Sheila Ortiz
Parents and Friends of Lesbians and Gays (PFLAG)

Ms. Ortiz submitted the text of her speech (see previous section) .

Meyla Ruwin
Health Resource Teacher, SFUSD

Ms. Ruwin submitted the text of her speech (see previous section).

PUBLIC TESTIMONY - ORAL
FAMILY, HOUSING, AND SHELTER

Thomas Rutherford
San Francisco Department of Human Services

Mr. Rutherford is the child welfare supervisor of a long-term placement team unit at the San Francisco Department of Human Services. Mr. Rutherford testified about what the Department of Human Services is doing to deal with the population of lesbian, gay, bisexual, transgender, and questioning youth.

The Department has formed a specialized teen unit to deal with the issues teens face when they prepare for emancipation from the foster care system. One part of the specialized teen unit is devoted to dealing with the homeless teen population.

Mr. Rutherford testified that some of the homeless youth report that they are homeless because they are lesbian, gay, bisexual, transgender, and/or questioning their sexual identity. Homeless youth are ripe for exploitation.

Mr. Rutherford stated that the Department is committed to serving all children and youth. The are recruiting gay and/or gay sensitive foster parents. They are working in collaboration with the Homeless Youth Network and other community agencies that outreach to children and youth in crisis.

Flexibility and collaboration will be needed in all systems in order to serve LGBTQQ youth.

In response to a question from Commissioner Jaicks, Mr. Rutherford agreed that LGBTQQ youth were probably not all treated equally by religious providers that has contracts with the City.

Evelyn Poates
Department of Human Services

Ms. Poates started working with lesbian, gay, bisexual, and transgender youth in 1979 at Huckleberry House. Many homeless youth suffer serious depression, major self-esteem problems, other mental health issues, substance abuse problems, including serious addiction at times, and health problems of many sorts.

Many homeless youth have life-threatening illnesses. They are at high risk for suicide. Many need a lot of support to succeed in mainstream placement and traditional school settings.

One important service that has been in place since 1990 is the recruitment of gay sensitive and lesbian, gay, bisexual foster homes to provide placement services to these young people. Through these relationships, many LGBTQQ youth have received positive support and role models that have helped them get through school and work.

Cheryl Deaner
Director, Alternative Family Project

Ms. Deaner described the work of Alternative Family Project, a non-profit ~~family~~ service agency for families ~~of~~ with lesbian, gay, bisexual, and transgender ~~family~~ members. The Project provides individual, couple, and family counseling for queer

youth. Queer youth need support in their psychological well-being, not just physical health and shelter needs.

A good counselor who listens to a young person can help them cross the bridge to the adult world that is often made difficult by the chronic stress of disapproval and condemnation that a young person may face because of their sexual or gender orientation.

Diane Manning
Larkin Street Youth Center

Ms. Manning works with the Larkin Street Youth Center, a program that works with homeless and run-away youth, offering a continuum of services to youth ages 12 to 23. Services include emergency shelter, outreach, and collaboration with the Department of Public Health to provide medical care.

Ms. Manning testified about the risks that ~~face~~ face the young people she works with. Many of the youths left their homes because of sexual or physical abuse. These youths become further isolated out on the streets. In addition, they become targets for discrimination and hate crimes.

The Center is involved in collaborations to provide young people with opportunities. Youth need to be supported in the schools. In Ms. Manning's opinion, the School District is doing good work, but is understaffed. The same is true of programs like LYRIC. There should be more proactive programs for youth.

Reverend Jim Mitulski

Reverend Mitulski is a pastor of a gay and lesbian church. Reverend Mitulski testified that religion is one of the greatest menaces that lesbian and gay youth face.

Many of the young people who come to his church have been taught from childhood to hate themselves. Young people who come out are kicked out of their homes and their churches. This happens across the country and in churches in San Francisco.

Reverend Mitulski has spoken to parents of adolescents with HIV who have asked him why they must choose between their church and their children, when they agonize over whether or not they can be present for their children who are ill or in the dying process.

Reverend Mitulski urges the Commission to keep in mind the needs not only of students in public schools but also students in church schools, and to help ensure they have access to safe places.

Tony Noble
Hospitality House Youth Program

Mr. Noble is the Health and Support Services Coordinator of Hospitality House Youth Program, which works with homeless and run-away youths in San Francisco, and is a former run-away gay teenager here in San Francisco.

Many of the youth that Mr. Noble works with are LGBTQQ youth. Many of their needs are the same as any homeless youth: needing outreach services, nutritional food, emergency shelter, sheltered and transitional housing that leads to stable independent housing, job training and placement, continuing education, including

independent housing, job training and placement, continuing education, including GED preparation, substance abuse treatment; counseling and other mental health services, including suicide prevention, HIV prevention education, including access to health clinics. For queer youth, these services need to be provided in a way that is sensitive to them and also is proactive and aggressive in promoting a trusting and accepting environment for one's queerness and homelessness.

Mr. Noble provided several suggestions about how to be more proactive in creating an accepting environment for LGBTQQ youth:

Staff should be trained about the psycho-social needs of queer youth and how to effectively deliver services .

Public spaces, like waiting rooms and treatment offices, should have magazines and posters with queer imagery and queer material.

Agencies and organizations should incorporate queer issues, subjects, and concerns into all programming curriculum and treatments. Mr. Noble provided examples to show that if queer issues can be integrated into curriculum rather than just as a special subject, then LGBTQQ youth who have ~~do~~ not yet self-identified as LGBTQQ can feel safer and heterosexual youth can be educated also.

Advertising for queer-specific groups, agencies, and information hot-lines should be advertised all over waiting rooms, in brochures, and in listings. Many queer youth will not directly ask for referrals, but they will write down information they see or hear for themselves.

Kelly O'Neill
Street Survival Project

Ms. O'Neill is the director of Street Survival Project, an employment and training program for young women who are living on their own. Ms. O'Neill testified to the negative impact that homelessness has on employment and schooling. If a young person doesn't have a place to live, it's difficult to get to work on time.

There is a lack of options for queer youth. Group homes don't work for everyone. It's illegal to find your own place to live if you're under 18 and not legally emancipated. A young person needs a job to become emancipated, but it's hard for someone to work unless she ~~have~~ has a place to live. Many landlords will not rent to a young person regardless of her legal emancipation.

Another problem is that many young people become the provider of social services while also being the consumers. This can often compromise their professionalism.

Ms. O'Neill offered a few suggestions: (1) Rental assistance for young people, especially young people who aren't HIV positive. In Ms. O'Neill's opinion, there are more services available for people who are HIV positive; (2) More jobs that pay living wages for people who are supporting themselves and where people can learn skills; and (3) Group homes that are tenant-run by young people.

Angela Osirio
Bobbie's Love and Care Rainbow Group Home

Ms. Osirio is a representative of Bobbie's Love and Care Rainbow Group Home, which is a nonprofit organization that is one of the first gay, lesbian,

facility that serves young people under 18, providing daily structure, counseling, and weekly therapy.

Tamara Ching
Public Comment

Tamara Ching is a 47- year old transsexual who testified about the lives of queer transgender children who are lost to the streets of San Francisco. Transgender youth have been thrown out or beat out of their homes; ridiculed out of their education; and fired from their jobs.

Ms. Ching testified about the transgender youths who turn to drugs to ease the pain of working the streets for survival. She testified about teenagers who have AIDS who die in the Tenderloin or in a hotel, rather than in a gay or straight hospice.

Ms. Ching urges the Commission to listen to what the youths have said at this public hearing. She cautioned against listening too much to the agencies' testimony, many of them she suggested were giving their BIOS or doing infomercials about their agencies.

Ms. Ching stated that she will follow what happens after this hearing so she can tell her kids on the street what has taken place and what will be done. If anyone is interested in seeing the kids on the streets, Ms. Ching offered an invitation to come down to the Tenderloin with her.

Brett Van
Public Comment

Mr. Van submitted a written proposal recommending a three-year recovery program for young adults. Mr. Van is 23-years old and has been clean and sober for 90 days.

Mr. Van stated that there are young adults dying out on the streets from drug overdoses, and this is murder. These gay and lesbian young adults are afraid to come into a recovery program full of straight adults. Gay and lesbian young adults need to be recognized; he is working hard to get this program together, but he shouldn't have to--this is something the City and State should make available.

Larry Turner
Public Comment

Mr. Turner testified that he is seeing friends die on the streets. Even if programs are out there, they are not advertised well to get to everybody. Young people need to know that there are people out there who care.

PUBLIC TESTIMONY - WRITTEN
FAMILY, HOUSING, AND SHELTER

Bobbie Atkins
C.E.O., Bobbie's Love and Care Rainbow House

Bobbie Atkins sent the Commission a letter describing the work of Bobbie's Love and Care Rainbow House was established in November 1995 as Northern California's first gay, lesbian, transgender, and youths that are questioning their sexuality group home.

The House is looking for more social gathering places for safe interaction within the community as well as school, more role models, mentors, tutors, and support groups. They are also looking for a more positive attitude from their community to help them reach and help LGBTQQ youth.

Cheryl Deaner
Project Coordinator, Alternative Family Project

Ms. Deaner provides written testimony about the services for LGBTQQ youth provided by the Alternative Family Project, a family service agency for families with LGBT members, including queer youth. AFT provides family counseling and events for LGBT people of all ages.

Ms. Deaner describes the conflict that queer youth may experience in their families and communities because of their sexual or gender orientation. This stress often leads LGBTQQ youth to leaving home before they have the emotional and practical support to do so. Ms. Deaner explains that a good counselor can enable youth to defend themselves against present conditions, such as poor housing, poverty, racism, ageism, and homophobia, and past abuse, including damage to the youth's self image and esteem, and conflicts with the family.

The Alternative Family Project hopes that attention is paid to the psychological well-being as well as the physical well-being of youth facing problems of inadequate housing and shelter.

Thomas Rutherford,
Child Welfare Supervisor, Long Term Placement Teen Unit
San Francisco Department of Human Services

Mr. Rutherford submitted the text of his speech (see previous section).

Brett Van

Mr. Van submitted a written recommendation proposing a 3-year intensive program helping HIV -positive people 18-25 years old in substance abuse recovery and independent living.

The 3-year program is divided into 4 phases: (1) 90-day live-in treatment program for substance abuse and HIV/AIDS issues; (2) a 90-day program taking place in the same space and clients, providing vocational and educational rehabilitation; (3) a 6-month assisted living program offering counseling and housing

support with a focus on re-entry into independent living; and (4) a 2-year after-care and social support program.

Mr. Van recommends the Commission to draft a recommendations supporting such a program, and offer the opportunity for Walden House, Baker Places, Larkin Street Youth Center, and Bay Positives to agree to a memorandum of understanding to allow a steering committee to staff and run such a house.

PUBLIC TESTIMONY - ORAL
YOUTH AND HEALTH

Dana Van Gorder
San Francisco Department of Public Health

Mr. Van Gorder is the Lesbian and Gay Health Services Coordinator at the SFDPH. Mr. Van Gorder circulated two documents: (1) A description of a variety of issues that are related to prevention issues, particularly for gay and bisexual men in San Francisco, inclusive of youth, but that Mr. Van Gorder believes has broad applicability to the community; and (2) A listing of Public Health contractual services for sexual minority youth.

In terms of contractual services, DPH is expending approximately $3 million on community-based agencies, many of them related to HIV prevention.

Mr. Van Gorder explained that a health and mental health service plan in San Francisco needs to continue to empower youth and people of color around a broad constellation of issues: self-esteem, pride, isolation, socio-economics, beauty standards, the speed epidemic, and the inability to envision a future. The sense of empowerment and identity that a person can have about their age, sexuality, and racial identity is extremely important.

Mr. Van Gorder also testified to the importance of finding ways for sexual minority youth and older sexual minority people to learn from one another, experience one another, and respect one another.

Kiki Whitlock
(for Shannon Minter, National Center for Lesbian Rights)

Ms. Whitlock is the transgender program coordinator for the Asian AIDS Project. She is a postoperative transsexual male to female. When she came out at 16 to her mother, her mother wanted to take her to a shrink for psychological problems.

Many transgender youth, and other lesbian, gay, and bisexual people are slapped with the Diagnostic Statistic Manual label, "Gender Identity Disorder," if they show signs of being, if they are males, too feminine; if they're feminine, being too masculine. At an early stage, young people are thrown into mental institutions.

Ms. Whitlock wants people to know that these practices are still happening and that they need to be stopped. There need to be more services for transgender youth and other questioning youth, as well services for the larger lesbian, gay, bisexual, and transgender community. as

Ruth Hughes
Center for Special Problems

Ms. Hughes provided a historic perspective of where sexual minority services came from in San Francisco in the 1970s to the present. She states that the most important priority is to support training people to unlearn homophobia.

Julie Graham

Ms. Graham is a therapist who works with young people, including those with HIV. She was one of the co-founders of Bay Positives, which is an organization to empower young people living with HIV to serve themselves.

Ms. Graham clarified that mental health services should not just be for young people. It plays a critical role in the lives of parents, teachers, administrators, and people in churches.

Because heterosexism is the root to so many of the problems heard today in testimony, fighting these problems requires educating anyone who works with a child, and challenging the assumptions they are making about the child.

Renee Smith
Walden House

Ms. Smith is the coordinator of adolescent mental health services at Walden House, which is a residential treatment facility that serves dual diagnosis (substance abuse and psychiatric problems) teenagers ages 13 to 17. Of the 60 youth served at any given time at the two facilities in the City, between 10 to 20 percent self-identify as queer or questioning.

Ms. Smith posed a hypothetical example to illustrate the number of people that a young person interacts with when they go through the system; from family to juvenile hall, residential program, and foster care, a young person will need people sensitive to gay/lesbian issues.

In response to a question from Commissioner Salazar-Hobson regarding the value of segregated recovery programs for gay youth, Ms. Smith stated that she didn't think it was needed across the board, but in some instances, especially with young men, it might provide greater safety.

Larry Turner
Bay Positives

Mr. Turner is a member and volunteer at Bay Positives, speaking on behalf of the executive director of Bay Positives. Mr. Turner has been diagnosed with AIDS for one year, and has been living with HIV since he was 14.

Young adults with HIV and AIDS need more places they can feel comfortable and safe, as well as a place where they can go to talk and relate with other young adults about similar issues.

Bay Positives has provided Mr. Turner with case management, one-on-one counseling, emotional support, and recreational, as well as support groups.

Mr. Turner feels that there are not services out there for young adults. There is a lot of prevention work, but not a lot of support for young adults when they are diagnosed with HIV or AIDS. Too many young adults feel lost and alone. There must be opportunities for young adults to help each other survive and live with HIV and AIDS.

Henry Ocampo
Living Well Project

Mr. Ocampo is the Youth Prevention Leader at the Living Well Project. Mr. Ocampo testified about the Chances for Youth Program, which is the first collaborative

of its kind between four agencies that deal with HIV prevention for queer and questioning youth of color, 25 and under. The four participating agencies are Brothers Network, Living Well Project, Larkin Street Youth Center, and Proyecto Contra SIDA Por Vida.

This collaboration started last year and has already accomplished much. The collaborative has created a community for youth of color, and communities for specific youth of color, such as the API community, the African-American community, and the Latino community.

There are peer-run, peer-led programs, where all of the programs are led by youth-of-color. The programs include young people who are multi-gendered, bisexual men and women, transgender, gay, and lesbian.

Mr. Ocampo listed the needs of the program:

Primary support is needed from management and sponsoring agencies to integrate youth programs into agencies.

Youth providers need technical assistance for youth providers in terms of contract management, evaluations, and servicing youth under 18.

Youth of color need a community space.

More funding is needed for basic food, shelter, and clothing.

More funding is needed for female specific programs.

More funding is needed for transgender programs

More funding is needed for collaborative projects for youth of color.

More funding is needed for queer youth of color living with HIV.

Shivaun Nestor
WEDGE Program

Ms. Nestor testified about the WEDGE Program, a health department project that provides HIV prevention education to youth ages 12 to 18. The Program believes that disempowerment and lack of self-esteem are at the root of the rapid spread of HIV among youth of all sexual orientations and gender identities.

Schools are still not safe places for sexual minority youth. Mandated and expanded trainings for administrators and teachers, particularly in disciplines outside the sciences and health are needed.

Youth also need community-based support. All youth service providers need training to assist them in dealing with their own homophobia and to sensitize them to the needs of queer youth. Such training should be required of all youth-serving and family-parent programs that receive City funding.

PUBLIC TESTIMONY - WRITTEN
YOUTH AND HEALTH

Julie Graham
MFCC

Ms. Graham submitted the full text of the presentation she had planned to deliver at the hearing. (See Previous Section). In her written testimony, Ms. Graham provides some background information to support her oral testimony that heterosexism is the root of the problems that face LGBTQQ youth. Any attempt to help LGBTQQ youth should be aimed at battling heterosexism, and should target all the people involved in oppressing youth, not just on the young person themselves.

Dana Van Gorder
Department of Public Health

Mr. Van Gorder submitted a document, "Addressing the Emotional Well-Being of San Francisco' Gay and Bisexual Men," and a chart of DPH Contractual Services totaling $2,943,074 for Sexually Questioning Youth, Fiscal Year 1996-97.

PUBLIC TESTIMONY - ORAL
YOUTH SERVICES

Winna Davis
Senior Grants Manager, Mayor's Office for Children, Youth, and Families

Ms. Davis provided a summary of programs and services for LGBTQQ youth that are funded by MOCYF.

MOCYF provides funding to LYRIC, the Lavender Youth Recreation and Information Center. MOCYF funding goes to the LYRIC Youth Talkline and the Afterschool Program.

The Afterschool Program is a drop-in center for participants from all neighborhoods in the City. The economic, housing status, ethnic, and racial composition of these participants is quite diverse. MOCYF's funding provides for LYRIC to serve about 150 youths between the ages of 12 to 17 every month.

The Youth Talkline is a peer support phone line for LGBTQQ youth. An estimated 3600 callers age 18 and under contact the line each year. The Talkline connects callers to a supportive community of peers. During off hours, there is a 24-hour recording that provides information about events and services available to LGBTQQ youth.

MOCYF also funds the Queer Youth Job Training Collaborative, which provides job training and career development skills to LGBTQQ youth ages 17 and younger. This program serves about 235 youths in San Francisco.

In response to a question from Youth Commissioner Khounsombath, Ms. Davis was unable to give information about whether MOCYF allocates funding commensurate to the percentage of queer youth in the City. Ms. Davis stated that MOCYF is currently putting together an MIS system which can provide the sort of demographic information, statistics, and percentages that Commissioner Khounsombath requested.

In response to a question from Commissioner Salazar-Hobson, Ms. Davis was unaware whether LGBTQQ youth had transportation problems or whether a voucher system was ever in place

Mitchell Thompson
Assistant Recreation Director, San Francisco Department of Recreation and Parks

Mr. Thompson testified regarding what Recreation and Parks currently offers for LGBTQQ youth, what needs to change, and what he would personally like.

Currently, Recreation and Parks offers a site designated as a safe space for LGBTQQ youth, located at Eureka Valley Recreation Center, at 100 Collingwood Street in the Castro. There is a part-time assistant recreation director at that site that provides up to 20 hours a week of programming for lesbian, gay, bisexual, and transgender youth. This position also serves as the Recreation and Parks liaison to LYRIC. Programming includes sports, art classes, games, and a safe space to hang out. Programs take place in the afternoon and evenings. On Friday nights, a safe space is offered until 10:00 p.m. Saturday programs have also started.

Mr. Thompson testified that Recreation and Parks needs full-time programming designated to LGBTQQ youth. There needs to be a full-time recreation director sympathetic to the needs, issues, and concerns of LGBTQQ youth.

Currently, no sensitivity training is offered on LGBTQQ youth in the Department. Mr. Thompson states that recreation staff directors and administrators all need this training. These people are in contact with hundreds of young people a week.

Recreation and Parks also needs outreach and interdepartmental cooperation with the County Office of Education, the Department of Social Services, and other youth programs.

Recreation and Parks needs to offer more safe sites. Throughout the City, programs, events, and information should be available to LGBTQQ youth. Funding should be designated specifically for LGBTQQ youth.

Mr. Thompson would like to see a full-time administrative level director of LGBTQQ youth programming for Recreation and Parks to insure quality programming at designated safe sites, to plan and implement departmental sensitivity training, and to promote outreach and ensure information accessibility to employees and youth participants.

Mr. Thompson would also like to see a summer camp for LGBTQQ youth.

Mr. Thompson would like more of a department-wide focus on social issues for youth at risk, including issues relating to homelessness, poor self-esteem, drug abuse, and health.

Mr. Thompson wants to be allowed to use the word "queer" in relation to the Recreation and Parks department, when it is used in a manner that respects and acknowledges the queer youth community.

Meredith Broome
Program Director, Queer Youth Job Training Collaborative

Ms. Broome testified about the work of the Collaborative. The Collaborative is five agencies: LYRIC, BAY Positives, the Brothers Network, Communities United Against Violence, and the Center for Young Women's Development Street Survival Project. The San Francisco Unified School District and the San Francisco libraries are also a part of the collaborative.

The goal of the Collaborative is to give job training and employment to queer youth. It's important for youth to have a safe place to learn essential employment skills. It's hard to come to work if you're depressed or suicidal. It's hard to concentrate on learning new skills if you didn't have a place to sleep the night before.

Many of the young people that come to the Collaborative are unstably housed. They are homeless or at risk of becoming homeless. Being employed at a living wage is one of the most important things possible for these young people. The program pays at higher than minimum wage so that the youths involved have a better chance of making it.

The Collaborative also recognizes that unstably housed youths are facing more than just a housing problem. Thus, they work to help address the mental health, food, and transportation needs of these young people.

Ken Bukowski

Executive Director, LYRIC: Lavender Youth Recreation and Information Center

Mr. Bukowski provided a summary of how LYRIC has grown over the past eight years into a program that provides an after-school drop-in program five days a week ~~after-school a drop-in program~~, recreational activities, support groups, videos, and lots of other activities for youths under 18; a youth talkline that received 12,000 calls last year; and an information line; a young men's HIV prevention program; a young women's program, that provides health programming and health workshops for young women; a job training program; a leadership training program; and an academic tutoring program.

Mr. Bukowski stated that despite all these programs, it is still not enough. LYRIC is just one of the few places that LGBTQQ youth in the City, in the entire Bay Area, can go to be safe.

Mr. Bukowski reports that Seventy percent of the youth who come to LYRIC are youth of color. Queer youth come from every social and economic group in the City, and one agency can't serve them all.

Mr. Bukowski recommended some changes that need to be made:

Programming offered by LYRIC needs to be supported and expanded.

New programming is needed to meet other needs, like housing, mental health services, couseling programs, basic food, and shelter.

Straight-identified service providers need to be pushed to be safe places for queer youth also, so queer youth don't only have to depend on queer youth service providers.

Mr. Bukowski finished his comments by talking about the upcoming Youth Summit. If Mayor Brown wants to make San Francisco a youth-friendly city, Mr. Bukowski hopes that with the support of the Human Rights Commission, the Youth Commission, and the Board of Supervisors, that San Francisco will also be a queer-youth friendly city.

In response to a question from Commissioner Salazar-Hobson, Mr. Bukowski stated that even though LGBTQQ youth have been amazingly resourceful in being able to get to LYRIC, it would be great if queer youth could get free Fast Passes.

David Weiner
Director, Visitacion Valley Community Beacon

Mr. Weiner is the director of the Visitacion Valley Community Beacon, a community center located within a school that offers a collaborative approach to youth development. Mr. Weiner summarized the services currently offered at the Community Beacon, including an after-school program, recreation program, family resource center, outreach, and collaborations with the various City departments, universities, and youth service agencies. Mr. Weiner did not mention how LGBTQQ youth are included in these services.

Mr. Weiner testified that the Beacon has become a healthy start operational site, in partnership with Visitacion Valley Middle School. Healthy Start funding, along with matching MOCYF funds, have given them the opportunity to emphasize health, wellness, and social support for children, school staff, and the community. According to Mr. Weiner, the Beacon is developing relationships with the Health Department and the School District that will bring comprehensive and sustainable health and mental health services to Visitacion Valley.

Mr. Weiner stated that these health programs are often their first link to gay and lesbian youth. The "school site" person is available to provide service to students at the Beacon's site. The health program provides counseling and information through school nurses. According to Mr. Weiner, on-site mental health services "provides a safe space for gay and lesbian youth to work out the sometimes critical issues related to their status."

Mr. Weiner stated that the Beacon is committed to serving all youth in Visitacion Valley, and hopes to be "supportive, attractive, and useful to all elements" of the community.

Jade Kwan
Club Metamorphosis, Asian AIDS Project

Jade Kwan is a part of Club Metamorphosis, the transgender support group at the Asian AIDS Project. Ms. Kwan testified about the sadness, conflict, and anger she felt growing up.

Ms. Kwan considers herself one of the lucky ones, because she found Club Metamorphosis, a nurturing and loving environment. It was there that she started to grow and love through the support of her transgender community.

She no longer asks why she is the way she is. As a youth, she feels she has a right to be loved and cared for; she wants fulfillment for all her brothers and sisters in the community.

Ms. Kwan thinks support groups are helpful because family and society may not be accepting. Support groups also allow transgender youth to share information to the benefit of each other. Ms. Kwan cited AQU"A as a model safe space for transgender and queer youth. They made her feel welcomed there.

Ms. Kwan wants to see more peer leaders and role models, and more health educators. There is only one health educator at Asian AIDS Project, and there are a lot of transgender people out there.

Ms. Kwan recommended more supportive and sensitive medical care to help transgender youth become more of who they feel like inside. The more comfortable transgender youth feel, the more they can contribute to the growth of San Francisco.

Ms. Kwan wants people to recognize that transgender people are hard-working, caring and loving people, and that they are a diverse community.

Ms. Kwan appreciates the presence of the Youth Commission and the Human Rights Commission at this hearing and thinks it would be helpful for the City's leadership to recognize transgender youth. Ms. Kwan is upset that the Mayor was not present at the hearing.

Peter Russell
YMCA of San Francisco

Dr. Russell is the coordinator of the Gay and Lesbian Teen Intervention Program of the YMCA of San Francisco. The GALTIP program provides individual, couple, group and family counseling; programming and outreach to schools; and training to youth service providers to create more accepting environments for LGBTQQ youth.

Dr. Russell also provides training consultation to San Mateo County Schools to create educational environments that are safer for LGBTQQ youth. Schools remain dangerous environments for queer and questioning youth who experience blatant discrimination, social isolation, daily harassment, physical threats, and assault. Dr. Russell testified that many victims of gay bashing remain silent to avoid stigma.

Dr. Russell stated that anti-homophobia in schools is essential to creating healthy learning environments and so that young people stop learning the values of hatred, bigotry, and discrimination.

Dr. Russell summarized some of what needs to happen in the schools: faculty, staff, and students must intervene when others are harassed; ~~the~~ school conditions should allow faculty and staff to come out without negative consequences; gay/straight alliances in the schools should be created and maintained; the confidentiality of students who confide in teachers, staff, and administrators should be respected; teachers, administrators, and staff should be trained to better understand the needs of gay and lesbian students; diversity and sexual orientation should be addressed openly and sensitively in the health education curriculums; and school libraries must maintain accurate and up-to-date information about sexuality.

In response to a question from Commissioner Khounsombath, Dr. Russell stated that even though this program is from the San Francisco YMCA, services are geared toward San Mateo County. Dr. Russell explains that this is because of the number of services already available in San Francisco.

Jose Garcia
LYFE Program

Jose Garcia was a peer educator with the LYFE program when it was federally funded at the Lyon-Martin Women's Health Services. The program is no longer funded, after a five-year grant. Currently a community advisory board has taken the program and is trying to bring it back.

Mr. Garcia testified that the greatest need right now is funding in order to implement the great ideas that are out there.

Mr. Garcia described the basic need for the mentoring program. With all the current problems facing queer youth, including the use of speed, drugs, aging, and AIDS, an intergenerational program can help bridge the gap between older and younger queers, thus providing young people with different avenues for resolution when they don't feel like they can talk to their young friends.

Mr. Garcia pointed out that many queer youth do not live with their parents and do not have adult role models in their lives. Because it can be hard for young people to meet older gay people, it's especially valuable that LYFE offers a safe atmosphere for young people to meet older people who can help them in the struggle to live decently and productively in society.

Michael Spencer
Public Comment

Mr. Spencer thanked the Commission for the hearing and urged the Commission to take to heart what had been said by every young person.

PUBLIC TESTIMONY - WRITTEN
YOUTH SERVICES

Michael Baxter, MSW
Assistant Director, Special Programs for Youth, SPDPH
Mr. Baxter submitted the text of his speech (See Previous Section).

Judith Griffin
Director, San Francisco Juvenile Hall
Ms. Griffin submitted the text of her speech (See Previous Section).

Peter C. Russell, Ph.D.
Coordinator, San Francisco Peninsula and Stonestown YMCA's
Gay and Lesbian Teen Intervention Program (GALTIP)
Dr. Russell submitted the text of his speech (See Previous Section).

Mitchell Thompson
Assistant Recreation Director, Eureka Valley Recreation Center
San Francisco Recreation and Parks Department
Mr. Thompson submitted the text of his speech (See Previous Section).

PUBLIC TESTIMONY - ORAL
JUVENILE JUSTICE SYSTEM

Sergeant Michael Jefferies
San Francisco Police Department

Sgt. Jefferies summarized the general youth programs run by the Program Section of the San Francisco Police Department. The programs, not necessarily specific to LGBTQQ youth, include recreation, outdoor activity, cultural activity, mentoring programs, and tutorial programs. This program serves 27,000 youth in San Francisco, working closely with the school district and with community-based organizations. No information was given regarding LGBTQQ youth participating in these programs.

Sgt. Jefferies is also a member of the Youth and Education Committee of the Human Rights Commission. He stated that the Committee is currently taking a look at violence in the public school system by collecting data from City and community agencies to identify some of the major issues relating to violence.

Sgt. Jefferies submitted into written testimony several articles and handouts, including a handbook entitled, "Respect," created by youth and police of the city of Seattle, WA. Sgt. Jefferies stated that he thought it might be a good guide for addressing some of the issue raised in this hearing.

In response to a question raised by Commissioner Jaicks following Melinda Mills' testimony, Sgt. Jefferies agreed to make sure sensitivity trainings are being conducted for the police. In his 25 years of service, Sgt. Jefferies has seen these trainings already, and currently there is an officer who does these sensitivity trainings through in-services.

Melinda Mills
Juvenile Probation

Ms. Mills testified that as a matter of statistics, LGBTQQ youth account for only 0.04 percent of youth under 18 who are arrested in the City and County of San Francisco and thus brought through Juvenile Probation. Ms. Mills recognized that there may be many LGBTQQ youth who do not want to identify as LGBTQQ in the juvenile justice system.

Ms. Mills stated that self-identified LGBTQQ youth that go through the system are often there for crimes of need: such as stealing or prostitution for staying alive.

Ms. Mills commended the City and County for services they are currently providing, but sees the need for more services.

Ms. Mills recommends that the Department work with CUAV to provide counseling and educational services to young people who are involved in hate crimes against LGBTQQ people.

In response to a question from Commissioner Jaicks, Ms. Mills agreed to recommend sensitivity training for all juvenile probation staff.

Judy Griffin
Director, San Francisco Juvenile Hall

Ms. Griffin stated that she would submit written testimony because of the lateness of the hour. She noted that Juvenile Hall sees less than half of the youth that are referred through the Juvenile Justice Department. For the few youth who self-identify as LGBTQQ, Juvenile Hall relies on Michael Baxter's (the next speaker) staff to provide them assistance.

In response to questions from Commissioner Rochon, Ms. Griffin clarified that each young person in juvenile hall is kept in a separate room by themselves. Thus, it is unclear to her why a previous speaker [Adriana San Pedro, Youth Speaking for Themselves] complained about being put in a single room. Ms. Griffin added that under some circumstances, such as gang orientation, ~~a~~ special arrangements are made for youth who are in danger of harm from others.

Michael Baxter
Assistant Director, Special Programs for Youth (SPY)

Michael Baxter is the assistant director of Special Programs for Youth, which is the largest youth program funded by the Department of Public Health and provides all of the health services to youth who are incarcerated.

Very few self-identified LGBTQQ youth come forth in the institutional setting of the Juvenile Justice system. According to Mr. Baxter, this should prompt us to question the role of institutional homophobia.

Mr. Baxter testified that he has seen progress in the treatment of queer youth in detention. Currently, there are a number of out and proud lesbian and gay professionals employed by SPY. These professionals can be positive role models for youth and also can be educators for youth and staff ~~and~~ who continue to demonstrate homophobic attitudes.

Twelve years ago when Mr. Baxter started working with the Department, there was a policy that all male youths who self-identified as gay were immediately housed on the maximum security unit. That policy is no longer in effect. The current policy is to mainstream LGBTQQ youth. Only if mainstreaming is not going to be in their best interests will a youth be put in maximum security. Mr. Baxter states that when this policy needs to be pursued, the small number of youths who are put in these units receive special, positive attention.

SPY has made concerted efforts to outreach to LGBTQQ youth in detention. Every youth that comes into the institution gets a packet of information about SPY's services. The packet includes information about how to access out-LGBTQQ staff and LGBTQQ referrals for when they leave the institution.

Mr. Baxter offers three basic recommendations: (1) all staff at the Youth Guidance Center should receive an annual mandatory training; (2) all youth in detention should receive regular education by CUAV and other community agencies; and (3) all youth committed to YGC for hate crimes should receive special intervention with SPY and other community agencies.

Maria Cora
Special Programs for Youth

Maria Cora is a health educator at SPY who has provided health education services to young women in detention at YGC for seven years. Ms. Cora reiterated the recommendations and information provided by Michael Baxter.

Additionally, Ms. Cora acknowledged the courage of young women in detention who come out as lesbians and bisexuals, given the societal heterosexism and the added isolation and vulnerability of being a detainee.

PUBLIC TESTIMONY - WRITTEN
JUVENILE JUSTICE SYSTEM

Sergeant Michael Jefferies
Youth Program Coordinator, Police Department

Sgt. Jefferies submitted several documents to support his oral testimony: summary information about the Department's Juvenile Division; a General Order regarding the Department's Juvenile Policies and Procedures; a General order regarding the Department's Psychological Evaluation of Juveniles; a summary of Department Youth Programs; a report on Youth-Police Relations prepared in October 1995; and Respect, a handbook created by the youth and police of the City of Seattle.

CHAPTER 4

OFFICIAL HUMAN RIGHTS COMMISSION FINDINGS AND RECOMMENDATIONS

APPROVED DECEMBER 12, 1996

CHAPTER 5: IMPLEMENTATION

based on information gathered at ~~the~~ unanimously adopted

On December 12, 1996, the Human Rights Commission ~~announced~~ its findings and recommendations ~~of~~ this public hearing. Arising out of this hearing and these findings and recommendations, there has already been... **[ADD INFO ABOUT SCHOOL BOARD RESOLUTION AND WORK OF SUPERVISORS]**

One of the purposes of this report is to assist in the implementation of the recommendations proposed. To this end, the Human Rights Commission, during the course of regularly scheduled meetings, will investigate the response and progress made for the needs of LGBTQQ youth by relevant City departments and agencies that have contracts with the City. These meetings will start one year from the issuance of this report.

APPENDICES

A. Public Hearing Flyer
B. News Release announcing Public Hearing
C. Statements of LGBTQQ Youth
D. Fact Sheet on LGBTQQ Youth
E. Public Hearing Agenda
F. Bay Guardian Article
G. Frontiers Article
H. B.A.R. Article
I. Examiner Article
J. Chronicle Article
K. Board of Education Resolution (?)
L. Resource Listings (?)

City and County of San Francisco

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Mayor

Human Rights Commission

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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March 27, 1997

The Honorable Barbara Kaufman
President
Board of Supervisors
401 VanNess Avenue, Room 308
San Francisco, CA 94102

Dear Supervisor Kaufman:

The Human Rights Commission urges the Board of Supervisors to support AB 1059, authored by Assemblywoman Carole Migden. This bill, if passed, would require group health care service plans that offer hospital, medical, or surgical expense benefits for employees or subscribers to offer the same benefits to the domestic partner of an employee or subscriber.

This bill is an important step in the continuing effort to recognize and support diverse family structures, an effort in which the City of San Francisco has taken a leadership role. This role was recently reaffirmed by the passage of the Equal Benefits Provisions of Chapter 12B of the San Francisco Administrative Code which requires City contractors to provide benefits for domestic partners of their employees to the same extent to which they provide them for spouses of employees.

AB 1059 would extend this kind of protection and support to employees with domestic partners statewide. While the move by San Francisco to require this extension of benefits to domestic partners on the part of City contractors was an important step with both local and national impact, this bill will extend the support for employees with domestic partners even further, and provide support and protection which does not currently exist for many, even in San Francisco.

The Commission therefore strongly urges the Board of Supervisors to speak out in support of AB 1059. Such support will demonstrate to State leaders that local efforts, while crucial, are not enough to protect and foster the diversity that exists in our state. Bills like AB 1059 are an important step towards supporting <u>all</u> of California's working families.

Sincerely,

Martha Knutzen
Chair
w:\lss\ab1059.knu

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For LGBTAC? yes JB

Subj: NC2914: CA Action Alert: Dignity for All Students Bill
Date: Wed, Feb 26, 1997 12:26 AM EDT
From: rwockner@netcom.com
X-From: rwockner@netcom.com (Rex Wockner)
Sender: GLB-NEWS@LISTSERV.AOL.COM (Information Repository for News of Interest to GLB* Folk)
Reply-to: rwockner@netcom.com (Rex Wockner)
To: GLB-NEWS@LISTSERV.AOL.COM

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FROM THE OFFICE OF CALIFORNIA ASSEMBLYMEMBER SHEILA KUEHL

AB 101 (Kuehl), The Dignity for All Students Act, has been set for hearing in the Assembly Higher Education Committee on March 18, 1997. Your help and support is needed for the bill's passage. We need letters of support for the bill and we need witnesses for the committee hearing. Letters of support can be sent to:

Assemblymember Kuehl
State Capitol
Sacramento, CA 95814

We also need witnesses for the committee hearing in Sacramento, March 18,
1997. We are looking for Community College, CSU or UC students, administrators and faculty who have compelling stories about why this legislation is necessary. The ideal witness will be able to speak from personal experience about anti-gay harassment and discrimination. In April, the bill will be heard before the Assembly Education Committee and for that hearing we are looking for high school students, parents of current students, and administrators who can speak about the importance of
this legislation.

If you have any suggestion for witnesses or would like more information about the bill, please e-mail me at richarjl@assembly.ca.gov.

Thank you,

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
MINUTES OF MARCH 18, 1997

Committee Members Present: Commissioners Agar Jaicks and Martha Knutzen, Simone Antigoné, Virginia Benavidez, Rachel Bernstein, William Bland, Robert Bray, Manuel Dacalanio, Quang Dang, Gina De Vries, Lani Ka'ahumanu, Edward Kaufman, Yoseñio Lewis, Christina Olague, Terry Person, Sam Rodriguez, Wally Sherwood, Judith Stevenson, Rachel Timoner, Valerie Tobin, Kiki Whitlock.
Committee Members Absent: Shadow Morton (excused).
Staff Members Present: Larry Brinkin, Brian Cheu, Cynthia Goldstein, Ted Guggenheim (intern), Joe Swimmer (intern).
Guests: Buzz Bense, Dan Wohlfeiler (Coalition for Healthy Sex); Richard Carrazza, Jonathan Klein (Community United for Sexual Privacy); Dean Goodwin (Mayor's Office); Gene Copello, Dr. Mitchell Katz, Mike Pendo, Tracy Packer (AIDS Office).

The meeting of the Lesbian Gay Bisexual Transgender Advisory Committee (LGBTAC) was called to order by Commissioner Martha Knutzen, Committee Chair, at 5:30 p.m.

(1) Minutes. The minutes of the meeting of February 18, 1997 were unanimously approved as corrected.

(2) Commissioner Report. Commissioner Knutzen welcomed new members, and reported that the Religious Service Providers Task Force had recently finished its year-long study into possible barriers to service of religiously affiliated service providers holding City contracts. The report is available by request from staff. Recommendations include organizing a forum to discuss the relationship between the religious community and the lesbian, gay, bisexual, and transgender communities.

(3) Staff Report. Cynthia Goldstein reported that the LGBTH Unit is very busy implementing the new legislation requiring City contractors to provide equal benefits for employees with spouses and employees with domestic partners. She announced a series of workshops for City contractors and City employees explaining the legislation. Commission Rules of Procedure will be discussed at a public hearing by the Commissioners on April 10. Ms. Goldstein reported on the progress of the Commission's budget proposal for FY 97-98. The Unit is continuing to recruit for three new positions for implementing the equal benefits and gender identity legislation. Larry Brinkin announced the promotion of Ms. Goldstein to Contract Compliance Officer and praised her work on

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the equal benefits legislation.

(4) Sex Clubs Guidelines. Commissioner Knutzen opened a discussion on the Health Department's guidelines for sex clubs, and said that LGBTAC welcomes the opportunity to discuss community concerns and advise the Commission on appropriate action. She called for a good discussion in a calm, safe environment free of any personal attacks. Dr. Mitchell Katz, Director of the AIDS Office of the Department of Public Health (DPH), said that prevention of HIV infection is a paramount task of DPH. DPH wants to work with sex clubs to assure safety. He said that sex clubs are valuable venues for providing education and that peer norms send a safe-sex message. He explained that commercial businesses can and should be regulated; private behavior is not regulated. The DPH rules are "minimum standards," prohibiting anal or vaginal sex without condoms, and prohibiting private spaces with doors as that would prevent monitoring of sexual practices. He explained that monitoring for unsafe sex is as legitimate as monitoring for police and fire code enforcement.

Buzz Bense of the Coalition for Healthy Sex (CHS) expressed concern that DPH did not hold public hearings on its sex-club regulations. He described the regulations as new in that government monitors have been instituted rather than voluntary monitors employed by the sex-club owners. He condemned government monitoring as the biggest problem of the regulations in that they send a message that patrons are not to be trusted to be responsible, and that they force club employees to get involved with private behavior. He called on DPH to sponsor a public forum and to balance public health concerns with attention to civil liberties. Dan Wohlfiehler of CHS acknowledged that for some gay men, commitment to safe sex is difficult, but that one on one outreach and peer education are the most effective tools. Richard Corrazza of CUSP condemned the DPH regulations as intrusive and of denying gay men the right of sexual self-determination. Rights to privacy should include the right to bathhouses with private rooms; he pointed out that not everyone can invite people to their homes. He said that prohibition doesn't work, that each person must determine sexual choices. He noted that other cities such as Berkeley have bathhouses which respect privacy and promote responsibility. Jonathan Klein of CUSP said that DPH intentions were good, but regulations had a negative effect, and continued the intrusion on private decisions first reflected in bathhouse regulations of the mid-1980s. He said the gay community has become increasingly aware that the right to privacy and self-determination are crucial for

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the community. He said the regulations ban bathhouses which have been an important community institution since Stonewall. He said sex clubs which offer no privacy are unacceptable for many gay men, and that heterosexual sex clubs are not monitored.

A long discussion followed, which included questions from committee members. Dr. Katz explained that only business in which people can meet there and have sex on the premises are monitored; hotels are not, nor hot tubs where people meet outside and rent private rooms once they get there. Mr. Klein said that the City defines a bathhouse as a place with steam or sauna, but that gay bathhouses with private rooms were closed by the City. Reid Condit said there's no evidence that allowing private spaces in bathhouses contributes to HIV infection. Race Bannon said that DPH has no data on which to base their regulations, and that many people believe the policy leads to more infection and death because of lack of a place to go for information and support. Ronnie Burk said it is offensive to police consensual gay sex, that people come here to be a part of a community free from government harassment. Dominique Leslie said that the policy was not developed with the community, and that it doesn't address effects on women and transgender people. Bill ____ said that most unsafe sex occurs in private bedrooms. Dr. Katz explained that a series of CHS meetings over the years provided opportunities for discussion of the issue, and that there was consensus for monitoring. Michael Petrelis called for more DPH discussions with the public. Russ Hilkene said that he's concerned about the safety for female-to-males to have sex in public places; it is more comfortable disclosing his status in a private room at a bathhouse. Robert Bray asked about LGBTAC position on bathhouses in 1984. Larry Brinkin said that LGBTAC and Commissioners took a position against closing bathhouses. It was ***M/S/C to place action item on May 20 agenda re DPH regulations.

(5) Youth Task Force. Quang Dang presented the report on the queer youth public hearing as its author. He said the recommendations, already passed by the Commissioners, have been used by the School Board and the Board of Supervisors as the basis for resolutions. Public comment then took place. Shannon Minter suggested changes in the recommendations regarding the use of the Gender Identity Disorder (GID) diagnosis against youth. He said that his suggested language took into account the need for health services for transgender youth. But he also reiterated that abuse existed, and that it's well documented that GID is used to torment children. Christine Tayleur found the Commission's finding

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fraudulent, and that testimony of abuse is hearsay. She said that there's no proof of the danger of GID as a diagnosis, and that it's needed for treatment. She called upon the Commission to rescind findings 64, 68 and 69. Jennifer Freeman, a transgender woman, agreed with Mr. Minter that GID is a dangerous diagnosis used against children to keep them from their identities; she said GID diagnosis should only be used to secure hormones and other necessary treatments. Christine Beatty said that a diagnosis is necessary to get treatments. Vicky Campbell said that GID is an illness, and that recognition of it is necessary. Tamara Ching said that children should be allowed to grow up before getting hormones. Camille Genderella Liberty said that children are locked up and tortured because of GID diagnosis, and that GID simply replaced psychiatrists' former diagnosis of homosexuality as a disorder. Kiki Whitlock said that a psychiatric label should not be necessary to get treatments, that we should look for ways for the City to provide access for LGBT youth and adults to medical care. Yoseñio Lewis and Rachel Timoner suggested we get more information and consider the report for the next meeting. There was consensus to do so.

(6) AB-1059. Commissioner Knutzen asked LGBTAC to ask the Commissioners to encourage City support of AB-1059 which would require California insurance providers to cover domestic partners of employees. It was ***M/S/C to do so.

(7) Committee Retreat. Cynthia Goldstein announced that the April 15 meeting would be the annual retreat, from 5:30 p.m. to 9:30 p.m. A retreat planning committee was formed consisting of members Dacalanio, Dang, Knutzen, Olague, and Timoner,

(8) Old/New Business. Yoseñio Lewis asked for a presentation regarding anti-gay violence by MUNI drivers. Eddie Kaufman suggested a presentation at the June meeting.

(9) Adjournment. After announcements, Commissioner Knutzen adjourned the meeting at 8:20 p.m.

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Next Regular Meeting
Tuesday, May 20, 1997
25 Van Ness Avenue, 8th Floor
5:30 - 7:30 p.m.

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City and County of San Francisco

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Annual Planning Session

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
ANNUAL PLANNING SESSION

DATE: TUESDAY, APRIL 15, 1997

TIME: 5:30 P.M. - 9:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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LGBAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

(see AGENDA next page)

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A G E N D A

1.	WORKING TOGETHER DISCUSSION	5:30 - 6:50
2.	PLANNING FOR THE COMING YEAR	6:50 - 9:00
3.	HRC BOOTH AT LGBT PARADE — Action Item	9:00 - 9:30
4.	ADJOURNMENT	

City and County of San Francisco

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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5/20/97

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, MAY 20, 1997

TIME: 5:30 P.M. TO 8:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. APPROVAL OF MINUTES OF MARCH 18, 1997..... 5 MIN.
2. COMMISSIONER REPORT..... 5 MIN.
3. STAFF REPORT..... 10 MIN.
4. APPROVAL OF REPORT ON LGBT YOUTH HEARING
   — Action Item..... 30 MIN.
5. SEX CLUB REGULATIONS — Action Item..... 60 MIN.
6. PRIDE DAY BOOTH..... 15 MIN.
7. OLD/NEW BUSINESS..... 5 MIN.
8. ANNOUNCEMENTS..... 5 MIN.
9. ADJOURNMENT

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Admin Code 16;.520—16.534] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415) 554-9510, fax (415) 703-0121, and web site http://www.ci.sf.ca.us./ethics/.

City and County of San Francisco

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Mayor

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

30.45
1/17/97

****

LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, JUNE 17, 1997

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. APPROVAL OF MINUTES OF MAY 20, 1997..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. PRIDE DAY BOOTH/ACTIVITIES..... 15 MIN.

5. ISSUES/PROJECTS FOR COMING YEAR..... 65 MIN.

6. APPROVAL OF LETTER TO BOARD OF SUPERVISORS RE REQUESTING STATE LEGISLATURE TO AMEND ELECTION CODE TO DELIVERY OF ABSENTEE BALLOTS BY DOMESTIC PARTNERS
   --Action Item..... 5 MIN.

7. OLD/NEW BUSINESS..... 5 MIN.

8. ANNOUNCEMENTS..... 5 MIN.

9. ADJOURNMENT

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, SEPTEMBER 16, 1997

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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Know Your Rights Under the Sunshine Ordinance

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LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

25 Van Ness Avenue
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California 94102-6033

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THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSSION OF A SPECIFIC ITEM ON THE AGENDA.

A G E N D A

1. APPROVAL OF MINUTES OF AUGUST 19, 1997..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. LGBT FAMILY ISSUES; FORUM & DISCUSSION..... 60 MIN.

5. APPROVAL OF LETTER TO EROS REGARDING RACIAL IMAGERY OF "HOMBRES AND OTHER ANIMALS" AD
   — Action Item..... 15 MIN.

6. OLD/NEW BUSINESS..... 15 MIN.
   - Followup to MUNI panel on anti-LGBT violence

7. ANNOUNCEMENTS..... 5 MIN.

8. ADJOURNMENT

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Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, OCTOBER 21, 1997

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. APPROVAL OF MINUTES OF SEPTEMBER 16, 1997.... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO MUNI REGARDING VIOLENCE ON MUNI AGAINST THE LGBT AND OTHER COMMUNITIES, WITH RECOMMENDATIONS — Action Item..... 15 MIN.

5. MISOGYNY IN THE LGBT COMMUNITY: COMMITTEE DISCUSSION..... 60 MIN.

6. OLD/NEW BUSINESS..... 15 MIN.

7. ANNOUNCEMENTS..... 5 MIN.

8. ADJOURNMENT

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, NOVEMBER 18, 1997

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. APPROVAL OF MINUTES OF OCTOBER 21, 1997..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO ASSEMBLY MEMBER KEVIN SHELLEY IN SUPPORT OF STATE LEGISLATION AMENDING THE ELECTION CODE TO ALLOW DOMESTIC PARTNERS TO DELIVER ELECTION BALLOTS — Action Item..... 5 MIN.

5. PANEL PRESENTATION ON FUNDING FOR HIV SERVICES IN SAN FRANCISCO, INCLUDING CONSIDERATION OF ADEQUATE FUNDING FOR SERVICES DIRECTED AT PEOPLE OF COLOR AND WOMEN..... 60 MIN.

6. CANCELLATION OF DECEMBER MEETING -- Action Item..... 5 MIN.

7. ESTABLISHMENT OF SUBCOMMITTEE TO PROVIDE PROGRAM PLANNING AND OVERSIGHT OF LGBTAC MEMBER PARTICIPATION — Action Item..... 10 MIN.

8. OLD/NEW BUSINESS..... 10 MIN.

9. ANNOUNCEMENTS..... 5 MIN.

10. ADJOURNMENT

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Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, JANUARY 20, 1998

TIME: 5:30 P.M. TO 8:00 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. APPROVAL OF MINUTES OF NOVEMBER 18, 1997..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. PANEL PRESENTATION ON THE LGBT LEATHER COMMUNITY..... 60 MIN.

5. APPOINTMENT OF SUBCOMMITTEE FOR RECRUITMENT OF NEW MEMBERS.. ..... 15 MIN.

6. COMMITTEE DISCUSSION OF THE LGBT COMMUNITIES AND ASSIMILATION ..... 30 MIN.

7. ESTABLISHMENT OF SUBCOMMITTEE TO PROVIDE PROGRAM PLANNING AND OVERSIGHT OF LGBTAC MEMBER PARTICIPATION – Action Item..... 10 MIN.

8. OLD/NEW BUSINESS..... 10 MIN.

9. ANNOUNCEMENTS..... 5 MIN.

10. ADJOURNMENT

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Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, FEBRUARY 17, 1998

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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AGENDA

1. APPROVAL OF MINUTES OF JANUARY 20, 1998..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF RECOMMENDATIONS FOR NEW MEMBERS -- Action Item..... 15 MIN.

5. ESTABLISHMENT OF SUBCOMMITTEE TO PROVIDE PROGRAM PLANNING AND OVERSIGHT OF LGBTAC MEMBER PARTICIPATION – Action Item..... 10 MIN.

6. ANNUAL RETREAT: SELECTION OF DATE AND PLANNING COMMITTEE..... 15 MIN.

7. COMMITTEE DISCUSSION OF RACISM WITHIN THE LGBT COMMUNITIES ..... 40 MIN.

8. OLD/NEW BUSINESS..... 10 MIN.

9. ANNOUNCEMENTS..... 5 MIN.

10. ADJOURNMENT

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Marivic S. Bamba
Executive Director

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, MARCH 17, 1998

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
SAN FRANCISCO

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A G E N D A

1. APPROVAL OF MINUTES OF FEBRUARY 17, 1998..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 10 MIN.

4. APPROVAL OF LETTER TO THE AMERICAN COLLEGE OF OBSTETRICIANS AND GYNECOLOGISTS (ACOG) CRITICIZING THEIR EXCLUSION OF THE GAY & LESBIAN MEDICAL ASSOCIATION FROM PARTICIPATION IN ACOG'S ANNUAL CONFERENCE -- Action Item..... 15 MIN.

5. PRESENTATION BY THE INTERSEX SOCIETY OF NORTH AMERICA. GUEST SPEAKER: SUEGEE TAMAR-MATTIS. ..... 45 MIN.

6. PLANNING FOR ANNUAL RETREAT..... 20 MIN.

7. OLD/NEW BUSINESS..... 10 MIN.

8. ANNOUNCEMENTS..... 5 MIN.

9. ADJOURNMENT

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Marivic S. Bamba
Executive Director

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Annual Planning Session

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE
ANNUAL PLANNING SESSION

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DATE: SATURDAY, APRIL 18, 1998

TIME: 9:00 A.M. TO 3:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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A G E N D A

1. Working Together Exercises
2. Planning for the Coming Year
3. Adjournment

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LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

DATE: TUESDAY, APRIL 21, 1998

TIME: 5:30 P.M. TO 7:30 P.M.

LOCATION: HUMAN RIGHTS COMMISSION
25 VAN NESS AVENUE, 8TH FLOOR
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AGENDA

1. APPROVAL OF MINUTES OF MARCH 17, 1998..... 5 MIN.

2. COMMISSIONER REPORT..... 10 MIN.

3. STAFF REPORT..... 15 MIN.

4. APPROVAL OF GUIDELINES FOR IMPLEMENTING THE CITY'S GENDER IDENTITY ORDINANCES
   -- Action Item..... 20 MIN.

5. RETREAT FOLLOW-UP DISCUSSION RE PLANNING ACTIVITIES FOR THE COMING YEAR..... 45 MIN.

6. REPORT OF THE OVERSIGHT COMMITTEE..... 10 MIN.

7. OLD/NEW BUSINESS..... 10 MIN.

8. ANNOUNCEMENTS..... 5 MIN.

9. ADJOURNMENT

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

PO. 45
1/17/98

Lesbian Gay Bisexual Transgender Advisory Committee

Date	Tuesday, November 17, 1998
Time	5:30 – 7:40 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco

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LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1.	CALL TO ORDER & ROLL CALL	
2.	APPROVAL OF MINUTES OF SEPTEMBER 15, 1998 & OCTOBER 20, 1998	5 MIN
3.	COMMISSIONER'S REPORT	5 MIN
4.	STAFF REPORT	5 MIN
5.	PRESENTATION ON BISEXUALITY	50 MIN
6.	APPROVAL OF GUIDELINES FOR PREVNTING AND ADDRESSING GENDER IDENTITY DISCRIMINATION	10 MIN
7.	MEMBERS' AFFIRMATION OR NON-AFFIRMATION OF THEIR INTEREST IN CONTINUING TO SERVE ON THE COMMITTEE	10 MIN
8.	RECRUITMENT OF NEW MEMBERS	15 MIN
9.	REPORT ON THE ECONOMIC ISSUES TASK FORCE	10 MIN
10.	REPORT ON THE DIANA JAICKS ANTI-RACISM TASK FORCE	10 MIN
11.	NEW BUSINESS	5 MIN
12.	ANNOUNCEMENTS	5 MIN
13.	ADJOURNMENT	

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

30.45
1/19/99

Lesbian Gay Bisexual Transgender Advisory Committee

Date	Tuesday, January 19, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco

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AGENDA

1.	CALL TO ORDER & ROLL CALL	
2.	APPROVAL OF MINUTES OF NOVEMBER 17, 1998	5 MIN
3.	COMMISSIONER'S REPORT	5 MIN
4.	STAFF REPORT	5 MIN
5.	PRESENTATION ON BISEXUALITY	50 MIN
6.	APPROVAL OF DRAFT OF LETTER TO COMISION CIUDADANA CONTRA LOS CRIMENES DE ODIO POR HOMOFOBIA (IN MEXICO) INFORMING THEM OF HRC'S PLAN TO WRITE SECRETARY OF STATE MADELINE ALBRIGHT REGARDING LGBT HUMAN RIGHTS VIOLATIONS IN MEXICO - Action Item	5 MIN
7.	APPROVAL OF DRAFT OF LETTER TO ATTORNEY GENERAL JANET RENO URGING HER TO INVESTIGATE ALLEGED POLICE HARASSMENT DURING A POLITICAL FUNERAL FOR MATTHEW SHEPARD IN NEW YORK CITY- Action Item	5 MIN
8.	APPROVAL OF DRAFT OF LETTER TO THE AMERICAN PSYCHIATRIC ASSOCIATION SUPPORTING AND THANKING THE ASSOCIATION ON THEIR STATEMENT ON SEXUAL ORIENTATION AND PSYCHIATRIC TREATMENT - Action Item	5 MIN
9.	RECRUITMENT SUBCOMMITTEE REPORT	5 MIN
10.	REPORT ON THE ECONOMIC ISSUES TASK FORCE	10 MIN
11.	REPORT ON THE DIANA JAICKS ANTI-RACISM TASK FORCE	10 MIN
12.	NEW BUSINESS	10 MIN
13.	ANNOUNCEMENTS	5 MIN
14.	ADJOURNMENT	

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Mayor

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Contract Compliance
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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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1/16/99

Lesbian Gay Bisexual Transgender Advisory Committee

Date	Tuesday, February 16, 1999
Time	5:30 – 7:45 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco

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AGENDA

1.	CALL TO ORDER & ROLL CALL	
2.	APPROVAL OF MINUTES OF JANUARY 19, 1999	5 MIN
3.	COMMISSIONER'S REPORT	5 MIN
4.	STAFF REPORT	5 MIN
5.	PRESENTATION ON LESBIAN HEALTH ISSUES	50 MIN
6.	APPROVAL OF LETTER CRITICIZING THE STUD/TRANNYSHACK FOR PROMOTING AN ANTI-LATINO AD AND EVENT - Action Item	10 MIN
7.	APPROVAL OF LETTER COMMENDING THE 95 UNITED METHODIST MINISTERS WHO SUPPORTED THE LESBIAN UNION IN SACRAMENTO, CA - Action Item	5 MIN
8.	APPROVAL OF LETTER CONGRATULATING JUANITA OWENS ON BECOMING PRESIDENT OF THE SCHOOL BOARD - Action Item	5 MIN
9.	DISCUSSION OF PRIDE DAY ACTIVITIES	10 MIN
10.	RECRUITMENT SUBCOMMITTEE REPORT	5 MIN
11.	REPORT ON THE ECONOMIC ISSUES TASK FORCE	10 MIN
12.	REPORT ON THE DIANA JAICKS ANTI-RACISM TASK FORCE	10 MIN
13.	OLD/NEW BUSINESS	10 MIN
	a. APPROVAL OF LETTER TO ATTORNEY GENERAL JANET RENO URGING HER TO INVESTIGATE ALLEGED POLICE HARASSMENT DURING A POLITICAL FUNERAL FOR MATTHEW SHEPARD IN NEW YORK CITY- Action Item	5 MIN
14.	ANNOUNCEMENTS	5 MIN
15.	ADJOURNMENT	

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Executive Director

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Lesbian Gay Bisexual Transgender Advisory Committee

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Date	Tuesday, March 16, 1999
Time	5:30 – 7:40 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	CALL TO ORDER & ROLL CALL	
2.	APPROVAL OF MINUTES OF FEBRUARY 16, 1999	5 MIN
3.	COMMISSIONER'S REPORT	5 MIN
4.	STAFF REPORT	5 MIN
5.	FOLLOW-UP DISCUSSION ON THE "WETBACK" AD & EVENT AT THE STUD/TRANNYSHACK	15 MIN
6.	DISCUSSION OF PRIDE DAY ACTIVITIES	10 MIN
7.	DISCUSSION AND APPROVAL OF DRAFT OF LETTER TO THE SF DEPARTMENT OF PUBLIC HEALTH REGARDING THE INCLUSION OF SEXUAL ORIENTATION IN DEPARTMENT-SPONSORED HEALTH RESEARCH STUDIES - Action Item	5 MIN
8.	DISCUSSION AND APPROVAL OF RECOMMENDATIONS FROM THE RECRUITMENT SUBCOMMITTEE ON NEW MEMBERS - Action Item	10 MIN
9.	DISCUSSION OF THE COMMITTEE RETREAT IN MAY 1999	10 MIN
10.	REPORT OF THE ECONOMIC EMPOWERMENT TASK FORCE	10 MIN
11.	REPORT OF THE DIANA JAICKS ANTI-RACISM TASK FORCE	10 MIN
12.	DISCUSSION OF COMMITTEE'S IMPROVEMENTS FOR COMMITTEE MEETINGS	30 MIN
13.	OLD/NEW BUSINESS	10 MIN
14.	ANNOUNCEMENTS	5 MIN
15.	ADJOURNMENT	

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Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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Date	Tuesday, April 20, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	CALL TO ORDER & ROLL CALL	
2.	INTRODUCTIONS	5 MIN
3.	APPROVAL OF MINUTES OF MARCH 16, 1999	5 MIN
4.	COMMISSIONER'S REPORT	5 MIN
5.	STAFF REPORT	5 MIN
6.	DISCUSSION OF PRIDE DAY ACTIVITIES	15 MIN
7.	REPORT ON MEDIATION REGARDING "WETBACK NIGHT" AT THE STUD	10 MIN
8.	DISCUSSION OF THE COMMITTEE RETREAT IN MAY 1999	20 MIN
9.	REPORT OF THE ECONOMIC EMPOWERMENT TASK FORCE A. Approval of Committee to Conduct a Community Forum in the second half of 1999 - Action Item	15 MIN
10.	REPORT OF THE DIANA JAICKS ANTI-RACISM TASK FORCE A. Approval of Anti-Racism Brochure for Distribution on Pride Day - Action Item	20 MIN
11.	OLD/NEW BUSINESS	10 MIN
12.	ANNOUNCEMENTS	5 MIN
13.	ADJOURNMENT	

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

10.45

18/99

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, May 18, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of April 20, 1999 Meeting	5 min
3.	Commissioner's Report	5 min
4.	Staff Report	5 min
5.	Discussion of Pride Day Activities	15 min
6.	Discussion of the Committee Retreat on May 22, 1999 A. Approval of Recommendations from the Retreat Planning Committee – **Action Item**	20 min
7.	Approval of the Draft of Letter of Invitation to SF Municipal Railway Director to Attend the Committee's September 1999 Meeting and Give an Update on Muni's Efforts to Address Violence in Public Transportation – **Action Item**	10 min
8.	Approval of Letter to Secretary of State Madeleine Albright and Mexican Consul General in San Francisco regarding Anti-LGBT Violence in Mexico – **Action Item**	10 min
9.	Report of the Diana Jaicks Anti-Racism Task Force A. Approval of Anti-Racism Brochure for Distribution on Pride Day - **Action Item**	20 min
10.	Report of the Economic Empowerment Task Force	15 min
11.	Old/New Business	10 min
12.	Announcements	5 min
13.	Adjournment	

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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5/99

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, June 15, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of May 18, 1999 Meeting	5 Min
3.	Report of The Diana Jaicks Anti-Racism Task Force A. Approval of Anti-Racism Brochure for Distribution on Pride Day – **Action Item**	40 Min
4.	Report of The Economic Empowerment Task Force	15 Min
5.	Discussion of Anti-LGBT Violence in Mexico by Representatives from Comision Ciudadana Contra Los Crimenes De Odio Pro Homofobia	20 Min
6.	Discussion of Pride Day Activities	15 Min
7.	Commissioner's Report	5 Min
8.	Staff Report	5 Min
9.	Old/New Business	10 Min
10.	Announcements	5 Min
11.	Adjournment	

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Marivic S. Bamba
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, July 20, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 6, 7, 42, 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Mary Gin Starkweather at 415-252-2527 (voice) or 415-252-2550 (TTY/TDD).

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PARKING

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of June 15, 1999	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Approval of Letter to the San Francisco Chamber of Commerce Commending Them for Their Stand Against the Knight Initiative – **Action Item**	5 Min
5.	Discussion of Article in *SF Weekly* Regarding a Nicaraguan Transsexual Woman and Her Continued Detention by the Immigration & Naturalization Service - **Possible Action Item**	15 Min
6.	Report of The Economic Empowerment Task Force	30 Min
7.	Report of The Diana Jaicks Anti-Racism Task Force	10 Min
8.	Commissioner's Report	5 Min
9.	Staff Report	5 Min
10.	Debriefing of Pride Parade	15 Min
11.	Old/New Business	10 Min
12.	Announcements	5 Min
13.	Adjournment	

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

30.45

17/99

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, August 17, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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PARKING

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of July 20, 1999	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Discussion Regarding a Nicaraguan Transsexual Woman and Her Continued Detention by the Immigration & Naturalization Service - **Possible Action Item**	20 Min
5.	Approval of Letter Commending Univision KDTV 14 for Featuring a Well-Researched Documentary About Violence and Hate Crimes Against LGBT Youth – **Action Item**	5 Min
6.	Approval of Letter Commending the Bay Area Reporter for Prominently Covering The Murder of an Orinda FTM and the Suicide of His Son and Calling the Writer's Attention to the Use of Inappropriate Pronouns In the Articles– **Action Item**	5 Min
7.	Report of The Economic Empowerment Task Force	5 Min
8.	Report of The Diana Jaicks Anti-Racism Task Force	20 Min
9.	Commissioner's Report	5 Min
10.	Staff Report	5 Min
11.	Old/New Business	10 Min
12.	Announcements	5 Min
13.	Adjournment	

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0.45

/21/99

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, September 21, 1999
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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SEP 15 1999

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PARKING

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of August 17, 1999	5 Min
3.	Members' Affirmation or Non-Affirmation of their Interest In Continuing to Serve on the Committee	5 Min
4.	Public Comments for Items Not on the Agenda	10 Min
5.	Discussion with Margaret E. Lynch, SF Public Transportation Department Community & Public Relations Director, Regarding LGBT Violence in the City's Transit System	20 Min
6.	Update on the LGBT Community Center Project by Dana Van Gorder	10 Min
7.	Approval of Draft of the Letters Congratulating Supervisors Tom Ammiano, Leslie Katz, Mark Leno, the City Attorney's Office, Community Activists – Geoff Kors, Jeff Sheehy, Carol Stuart – and HRC staff for the Recent Domestic Partner ATA Lawsuit Victory – **Action Item**	5 Min
8.	Report of The Economic Empowerment Task Force; Discussion of Responses to Questionnaire	30 Min
9.	Report of The Diana Jaicks Anti-Racism Task Force	15 Min
10.	Commissioner Report	5 Min
11.	Staff Report	5 Min
12.	Old/New Business	10 Min
13.	Announcements	5 Min
14.	Adjournment	

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

30.45

/21/99
Canceled

Lesbian Gay Bisexual Transgender Advisory Committee

CANCELLATION NOTICE

The regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee scheduled for Tuesday, December 21, 1999, is cancelled.

The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 18, 2000, at the Human Rights Commission offices, 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102.

All meetings of the Committee are open to the public.

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City and County of San Francisco

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

Revised

80.45
1
/18/00
revised

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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APR 12 2000
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Date	Tuesday, April 18, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 42, 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Pansy Waller at 415-252-2508 (voice) or 415-252-2550 (TTY/TDD).

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PARKING

AGENDA

1	Call to Order & Roll Call	
2	Approval of Minutes of March 21, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	5 Min
4	Report of The Economic Empowerment Task Force: Planning for May 11 Public Hearing	60 Min
5.	Scheduling of Annual Retreat & Appointment of Planning Committee	15 Min
6.	Discussion of Pride Day Activities	10 Min
7.	Approval of Recommendations for HRC Appointments to the Transgender Civil Rights Implementation Task Force – Action Item	10 Min
8.	Commissioner Report ■ Report on Commission meetings ■ Discussion of Proposition 22	10 Min
9.	Staff Report	5 Min
10.	Old/New Business	5 Min
11.	Announcements	5 Min
12.	Adjournment	

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

0.45

Lesbian Gay Bisexual Transgender Advisory Committee

20/00

A G E N D A

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JUN 15 2000
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Date	Tuesday, June 20, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of April 18, 2000 and May 16, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Economic Empowerment Task Force Report: a. Discussion of Public Hearing Report b. Discussion of preparing findings and recommendations c. Discussion of further activities	. 40 Min
5.	Planning for Pride Day	15 Min
6.	Planning for annual retreat	15 Min.
7.	Commissioner Report	10 Min
8.	Staff Report	10 Min
9.	Old/New Business	10 Min
10.	Announcements	
11.	Adjournment	

NEXT MEETING: Tuesday, July 18, 2000
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

30.45
6/00

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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JUL 14 2000
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Date	Tuesday, July 18, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of June 20, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Economic Empowerment Task Force Report: a. Discussion of findings and recommendations b. Discussion of further activities	40 Min
5.	Planning for annual retreat	15 Min
6.	Transgender Civil Rights ImplementationTask Force Quarterly Report	20 Min
7.	Commissioner Report	10 Min
8.	Staff Report	10 Min
9.	Old/New Business	10 Min
10.	Announcements	
11.	Adjournment	

NEXT MEETING: Tuesday, August 15, 2000
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
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Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

Minority/Women/Local Business Enterprise Advisory Committee Meeting

A G E N D A

DOCUMENTS DEPT.
JUL 17 2000
SAN FRANCISCO
PUBLIC LIBRARY

Date	Wednesday, June 19, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

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MBE/WBE/LBE COMMITTEE MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY MARIA CORDERO AT 415-274-0511. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

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PARKING

JUL-17-2000 16:06 FROM Port of San Francisco TO 95572475 P.01/02

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

COMMITTEE AGENDA

1.	Call to Order and introductions	5 min
2.	Approval of Minutes of meeting held April 19, May 17, and June 21, 2000	5 min
3.	Co-Chair's Report on last Commission Meeting	5 min
4.	Monthly Waiver Report	5 min
5.	Update on procedures regarding the Blue Ribbon Panel Report	10 min
6.	Presentation from Fred Powell, re: Industry based representation....Davoudi	10 min
7.	New Business/Old Business	5 min
8.	Public Discussion	10 min
9.	Adjournment	5 min

ABOUT THE COMMITTEE

Minority/Woman/Local-owned Business Enterprise Community Advisory Committee

Co-Chairs: Commissioners Shirley Dimapilis and Leslie Littleton
Commission Member: Commissioner Alan Watahara
Committee Staff: Maria Cordero, Contract Compliance Officer
Current Members: James L. Brady, Robert Chiang, Dawn Clements, Shala Davoudi, Alan Dones, Mohamed Hijazi, Harry L. Jamerson, Pete O. Lapid, Todd Lewis, Jane Meinhardt, Diane Miller, and Darlene Mar.

The MBE/WBE/LBE Community Advisory Committee advises the Commission and its staff on the implementation of the Minority/Women/Local Business Utilization Ordinance (Chapter 12D-A of the Administrative Code).

The Committee meets on the third Wednesday of the month at 5:30 p.m., 25Van Ness Avenue, 8th Floor.

NEXT REGULAR MEETING: Wednesday, August 16, 2000 at the San Francisco Human Rights Commission

TOTAL P.02

JUL-17-2000 16:07 FROM Port of San Francisco TO 95574475 P.02/02

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

80.45
1
15/00

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
AUG 17 2000
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, August 15, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of July 18, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Economic Empowerment Task Force Report: a. Continued discussion of findings and recommendations b. Discussion of further activities	45Min
5.	Discussion of Member Attendance	10 Min
6.	Planning for annual retreat	20 Min
7.	Commissioner Report	10 Min
8.	Staff Report	10 Min
9.	Old/New Business	10 Min
10.	Announcements	
11.	Adjournment	

NEXT MEETING: Tuesday, September 19, 2000
25 Van Ness Avenue, Suite 800, San Francisco

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"Revised"

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

0.45

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
SEP 18 2000
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9/00
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Date	Tuesday, September 19, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1. Call to Order & Roll Call	
2. Approval of Minutes of August 15, 2000	5 Min
3. Public Comments for Items Not on the Agenda	10 Min
4. Transgender Civil Rights Implementation Task Force a. Action Item: Approval of recommendation to Commissioners for appointment of one person to Transgender Civil Rights Implementation Task Force	10 Min
5. Economic Empowerment Task Force Report: a. Action item: Request to Commissioners to approve Economic Empowerment Public Hearing Report b. Discussion of further activities	45 Min
6. Follow-up to Retreat	20 Min
7. Commissioner Report	10 Min
8. Staff Report	10 Min
9. Old/New Business	10 Min
10. Announcements	
11. Adjournment	

NEXT MEETING: Tuesday, October 17, 2000
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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10/17/00

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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OCT 16 2000
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Date	Tuesday, October 17, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1. Call to Order & Roll Call	
2. Approval of Minutes of September 19, 2000	5 Min
3. Public Comments for Items Not on the Agenda	10 Min
4. Economic Empowerment Task Force Report: a. Action item: Request to Commissioners to approve Economic Empowerment Public Hearing Report	45 Min
5. Discussion of future outreach	15 Min
6. Planning for recruitment of new members	15 Min
7. Commissioner Report	10 Min
8. Staff Report	10 Min
9. Old/New Business	10 Min
10. Announcements	
11. Adjournment	

NEXT MEETING: Tuesday, November 21, 2000
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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1/21/00

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, November 21, 2000
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of October 17, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Economic Empowerment Task Force Report: a. Discussion of implementation of recommendations	40 Min
5.	Recruitment Committee Report	25 Min
6.	Discussion of upcoming panels	10 Min
7.	Commissioner Report	10 Min
8.	Staff Report	10 Min
9.	Old/New Business	10 Min
10.	Announcements	
11.	Adjournment	

NEXT MEETING: January 16, 2001 (The December 19, 2000 meeting has been cancelled)
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, January 16, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 6, 7, 42, 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Pansy Waller at 415-252-2508 (voice) or 415-252-2550 (TTY/TDD).

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of November 21, 2000	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Presentation of 3 ½ Year Equal Benefits Report by Cynthia Goldstein	15 Min
5.	Economic Empowerment Task Force Report: a. Discussion of implementation of recommendations	30 Min
6.	Discussion of Recruitment	15 Min
7.	Discussion of upcoming panels	5 Min
8.	Approval of letter to Board of Supervisors encouraging them to take a position in favor of A.B. 25 which allows among other things, domestic partners the right to visit their domestic partner in a health facility, bring a cause of action for the wrongful death of their domestic partner, and to take sick leave for an ill domestic partner. **(Action Item)**	5 Min
9.	Approval of letter to Anaheim school officials protesting their censorship and removal of LGBT biographies from a school library **(Action Item)**	5 Min
10.	Commissioner Report	10 Min
11.	Staff Report	10 Min
12.	Old/New Business	10 Min
13.	Announcements	
14.	Adjournment	

NEXT MEETING: February 20, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
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Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

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Date	Tuesday, February 20, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of January 16, 2001	5 Min
3.	Public Comments for Items Not on the Agenda	10 Min
4.	Panel on Marriage and Family Issues	60 Min
5.	Economic Empowerment Task Force Report: a. Discussion and possible action on implementation of recommendations	25 Min
6.	Discussion of Recruitment of new members	10 Min
7.	Commissioner Report	5 Min
8.	Staff Report	5 Min
9.	Old/New Business	
10.	Announcements	
11.	Adjournment	

NEXT MEETING: March 20, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Virginia M. Harmon
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Lesbian Gay Bisexual Transgender Advisory Committee

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Date	Tuesday, March 20, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of February 20, 2001	5 Min
3.	Public Comments for Items Not on the Agenda	5 Min
4.	Panel on Issues Facing Incarcerated LGBT People	60 Min
5.	Economic Empowerment Task Force Report: a. Discussion on implementation of recommendations	20 Min
6.	Report by Recruitment Committee a. Action Item: Approval of new member recommendations b. Discussion of retreat	15 Min
7.	Action Item: Discussion of letter to Board of Supervisors asking them to support The Permanent Partners Immigration Act (H.R. 690)	5 Min
8.	Commissioner Report	5 Min
9.	Staff Report	5 Min
10.	Old/New Business	
11.	Announcements	
12.	Adjournment	

NEXT MEETING: April 17, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

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Date	Tuesday, April 17, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of March 20, 2001	5 Min
3.	Public Comments for Items Not on the Agenda	5 Min
4.	Introduction of New and Current Members	30 Min
5.	Economic Empowerment Task Force Report: a. Discussion on implementation of recommendations b. Action Item: Approval of letters and resolutions to various agencies regarding economic issues	30 Min
6.	Discussion of Retreat	20 Min
7.	Report on Mayor's Crime Summit	10 Min
8.	Action Item: Discussion of letter to Board of Supervisors asking them to support S.B. 396 which would improve health care for California prisoners.	10 Min
9.	Commissioner Report	5 Min
10.	Staff Report	5 Min
11.	Old/New Business	
12.	Announcements	
13.	Adjournment	

NEXT MEETING: May 15, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

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Date	Tuesday, May 15, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 42 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Carla Vaughn at 415-252-2518 (voice) or 415-252-2550 (TTY/TDD).

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25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order & Roll Call	
2. Approval of Minutes of April 17, 2001	5 Min
3. Public Comments for Items Not on the Agenda	5 Min
4. Introduction to Equal Benefits Ordinance	20 Min
5. Economic Empowerment Task Force Report: a. Discussion on implementation of recommendations	20 Min
6. Discussion of Retreat a. Action Item: Approval of draft agenda	35 Min
7. Discussion of Pride Parade	25 Min
8. Commissioner Report	5 Min
9. Staff Report	5 Min
10. Old/New Business	
11. Announcements	
12. Adjournment	

NEXT MEETING: June 19, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

SF
H80 45
#1
6/19/01

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, June 19, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1. Call to Order & Roll Call	
2. Approval of Minutes of April 17, 2001	5 Min
3. Public Comments for Items Not on the Agenda	5 Min
4. Discussion of Retreat	20 Min
5. Economic Empowerment Task Force Report: a. Discussion on implementation of recommendations b. Action Item: Discussion and possible approval of letters regarding implementation of recommendations and formation of community task force	25 Min
7. Discussion of Pride Parade	20 Min
8. Presentation on the status of the LGBT Community Center	20 Min
9. Commissioner Report	10 Min
10. Staff Report	10 Min
11. Old/New Business	5 Min
12. Announcements	
13. Adjournment	

NEXT MEETING: Tuesday, July 17, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

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Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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Date	Tuesday, July 17, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of June 19, 2001	5 Min
3.	Public Comments for Items Not on the Agenda	5 Min
4.	Report on National Lawyer's Guild analysis of jail conditions for transgender inmates	15 Min
5.	Discussion of upcoming panels	15 Min
6.	Economic Empowerment Task Force Report: a. Action Item: Discussion and possible approval of letters regarding implementation of recommendations and formation of community task force	25 Min
7.	Action Item: Approval of letter to New York Human Rights Commission urging them to support the inclusion of gender identity as a protected category in New York City's anti-discrimination ordinance.	15 Min
8.	Discussion of Pride Day HRC Booth	15 Min
9.	Commissioner Report	10 Min
10.	Staff Report	10 Min
11.	Old/New Business	5 Min
12.	Announcements	
13.	Adjournment	

NEXT MEETING: Tuesday, August 21, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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AUG 20 2001
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Date	Tuesday, August 21, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1.	Call to Order & Roll Call	
2.	Approval of Minutes of July 17, 2001	5 Min
3.	Public Comments for Items Not on the Agenda	5 Min
4.	Panel on LGBT Senior Issues	60 Min
5.	Economic Empowerment Task Force Report: a. Action Item: Discussion and approval of letters regarding implementation of recommendations and proposal for formation of community task force	30 Min
6.	Commissioner Report	10 Min
7.	Staff Report	5 Min
8.	Old/New Business	5 Min
9.	Announcements	
10.	Adjournment	

NEXT MEETING: Tuesday, September 18, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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canceled

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, September 18, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

*** CANCELED ***

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee has been canceled.

NEXT MEETING: Tuesday, October 16, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

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OCT 14 2001
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Date	Tuesday, October 16, 2001
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

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AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of August 21, 2001 — 5 min.

3. Public Comments for Items Not on the Agenda — 5 min.

4. Panel on LGBT Gentrification/Housing Issues — 60 min.

5. Report of the Economic Empowerment Task Force
   Action Item: Approval of the following letters – — 20 min.

   a. Letter to Mayor's Office on Homelessness
   b. Letter to Mayor's Office of Housing
   c. Letter to Mayor's Office of Community Development
   d. Letter to San Francisco Fire Department
   e. Letter to Mayor asking him to send letters to City Departments re: data collection
   f. Letter inviting various community leaders to meeting re: possible formation of a community task force

6. Discussion of Nov. 3 FTM/genderqueer/butch lesbian dialogue — 15 min.

7. Commissioners' Report — 5 min.

8. Staff Report — 5 min.

9. Old/New Business — 5 min.

10. Announcements

9. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, November 13, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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Virginia M. Harmon
Interim Director

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Lesbian Gay Bisexual Transgender Advisory Committee

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A G E N D A

Date	Tuesday, November 20, 2001
Time	5:30 – 7:30 PM
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AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of October 16, 2001	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Discussion with Department of Public Health representative regarding Economic Empowerment Public Hearing recommendations	20 min.
5.	Panel on Healthy People 2001 (Health Issues of the LGBT Communities)	60 min.
5.	Selection of Recruitment Committee	15 min.
6.	Commissioners' Report	5 min.
7.	Staff Report	5 min.
8.	Old/New Business	5 min.
9.	Announcements	
10.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, January 15, 2001
25 Van Ness Avenue, Suite 800, San Francisco

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